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**1998: Annual Employer's Report
For the year ending December 1997
Employment Equity Act**

**1998 : Rapport annuel de l'employeur
pour l'année se terminant en décembre 1997
Loi sur l'équité en matière d'emploi**

Bank of Montreal

Banque de Montréal

RÉVISÉ/REVISED

Introduction

In 1997, Bank of Montreal continued to undergo tremendous change. The move to align the Bank's entire operation more closely with the needs and expectations of its customers continues to drive a transformation of the Bank's workforce. Changes to the requisite skills and talents of the Bank's current employees and future job candidates are required to support the shift from transaction oriented jobs to a sales and service culture.

Throughout this change the Bank continues to maintain its strong commitment to the fundamental principles underlying its Workplace Equality initiative—fairness, respect for individuals, and providing each and every employee with equal opportunity to develop and advance professionally. This commitment is rooted in a firm belief that it makes good business sense to respect and optimize the collective and individual talents of a diverse workforce. It will continue to shape the Bank's culture and human resource activities; resulting in a workforce that is representative of the communities we serve.

Quantitative review

Surveying Employees

All new employees receive an information package welcoming them to the organization and explaining the Bank's commitment to workplace equality. New employees are also asked to complete a workforce survey. The survey response rate remains excellent. Ninety per cent of the Bank's workforce have completed and returned a questionnaire, and only 4% of those employees who have responded to the survey have indicated that they do not wish to "self-identify".

While our overall response rate is good, we note that several employees with disabilities, including recent hires and employees whose needs have been accommodated through the Bank's support program, have expressed concern about the definition of a "person with a disability". They acknowledge that they have a disability, but do not feel they are disadvantaged in employment. As a result, they do not declare themselves as a "person with a disability". This has had the impact of understating the representation of people with disabilities at the Bank.

Implementation of NOC System

As required by recent revisions to the Employment Equity Act, in 1997, the Bank switched from the Standard Occupational Classification (SOC) system to the National Occupational Classification (NOC) system to capture and report employment equity data. Difficulties were encountered in accurately classifying several of the Bank's junior and intermediate front-line financial services roles using the NOC system. These positions require a post secondary education and industry-specific designations, such as the Institute for Canadian Bankers diploma in Financial Goal Counselling and Advanced Personal Finance, as well as, the Bank's Registered Investment Services Representative accreditation. Moreover, their primary responsibilities involve the application of the principles and techniques of relationship selling and relationship management to counsel customers relative to their financial needs and goals. Under the NOC system there are no "sales and service" job descriptions that accurately capture the skills, expertise, and responsibilities required in these roles. In the absence of an appropriate NOC job description, employees

in these positions have been captured under the "Administrative and Senior Clerical" EEOG. Caution should be used in interpreting the 1997 equity data.

Statistical Progress¹

Women

Good progress continues to be made towards the Bank's goal of gender equality. Women's representation in senior management has increased consistently since 1991. In 1997, women comprised 25% of the Bank's Canadian-based executive team—a significant increase since 1991 when the representation of women in executive roles was 9%.²

Further evidence of the advancement of women to more senior roles is found in an analysis of the salary data. In 1997, 37% of the Bank's employees earning more than \$50,000 a year were women—up from 32% in 1996. Promotion, hiring and retention data also confirm the Bank's efforts to advance women (See Table 1). Hiring and promotion rates for women in the Senior management and Middle management EEOGs exceeded their representation at these levels; while termination rates were considerably lower than representation.

Table 1 Comparison of Women's Representation to Levels of Hiring, Promotion and Terminations/resignations of Women				
EEOG	Representation	Hires	Promotions	Terminations
Senior management	25%	32%	46%	5%
Middle & other managers	36%	46%	51%	18%

Visible Minorities

Members of visible minorities continue to be well represented in the Bank's workforce at 16%. In addition, there has been a steady increase in the representation of visible minority employees in senior management roles over the past few years rising from 4.7% in 1993 to 6.5% in 1997.

On-going efforts by the Bank to develop and promote from within a talented pool of visible minority

Table 2 Proportion of Promotions Awarded to Visible Minority Employees		
1997	1995	1993
17.4%	14.4%	12.6%

candidates have resulted in a steady increase in the proportion of promotions awarded to visible minority employees over the past four years (See Table 2). This trend has been reflected in the proportion of visible minority employees earning more than \$50,000 per year. In 1996, 15.6% of the Bank's visible minority population

¹ Because of the shift to the NOC system of classifying jobs, it is not possible to make longitudinal comparisons between representation figures for any employment equity group other than "Senior management".

² In 1991, Bank of Montreal released the findings of its employee task force on the advancement of women.

earned over \$50,000 per annum. In 1997 this proportion increased to 18.4% and exceeded the overall representation of visible minorities in the Bank's workforce.

Aboriginal Employees

In 1997, the representation of Aboriginal people in the Bank was 1.8%—down slightly from 1.9% in 1996.

The proportion of Aboriginal employees in full-time positions with the Bank increased substantially in 1997 from 67% in 1996 to 75% in 1997. In addition, Aboriginal employees are increasingly represented in higher salary ranges. In 1997, 8.4% of the Bank's Aboriginal employees earned more than \$50,000 per year compared to 6.6% in 1996.

Aboriginal employees comprised 1.5% of the Bank's new hires in 1997—down from 3.1% in 1996. However, the proportion of Aboriginal people hired at the senior management level increased from 0% to 6% of total hires in 1997.

2.6 per cent of the Bank's total terminations/resignations were Aboriginal people in 1997. This reflects a slight increase over 1996 when 2.2% of Bank-wide terminations/resignations were Aboriginal employees. Once again, the proportion of promotions (2.1%) awarded to Aboriginal employees in 1997 exceeded their representation in the Bank's workforce and it remained consistent with the 1996 level.

People with Disabilities

The representation of people with disabilities at Bank of Montreal was 2.3%—down slightly from 2.5% in 1996. However, as with Aboriginal people, there has been a noticeable increase in the proportion of people with disabilities employed in full-time positions—from 79% in 1996 to 85% in 1997.

While the proportion of people with disabilities in senior management positions decreased from 3.3% in 1996 to 2.8% in 1997, members of this group remain well represented in high paying management and professional jobs (See Table 3).

Table 3 Representation of People with Disabilities in Upper Salary Levels	
	More than \$50,000 per annum
People with Disabilities	30%
Total Workforce	23%

In 1997, people with disabilities represented 0.9% of the Bank's total hires. This was well below the hiring goals that had been established, despite special initiatives to attract qualified candidates from the community of people with disabilities. New initiatives are being developed to increase the Bank's success in recruitment of people with disabilities in 1998.

There was considerable success in reducing the turnover of employees with disabilities. Only 2.8% of the Bank's total terminations were people with disabilities in 1997—down from 3.7% in 1996. In addition, the proportion of promotions awarded to employees with disabilities (2%) remained in line with their overall representation in the Bank's workforce.

Commitment to Workplace Equality

Acting on the findings of a comprehensive "Workplace Equality Diagnostic", Bank of Montreal implemented several initiatives in 1997 to sustain the momentum of its workplace equality initiative. The centerpiece of these activities was a national conference and awards gala hosted by the President's Council on the Equitable Workplace³. This event was designed to celebrate the progress that the Bank has made towards its equality goals and to recognize the strong grassroots support that made this success possible.

Information was distributed to all of the Bank's employees asking them to nominate deserving peers as workplace equality champions. Over 900 nominations were received from throughout the Bank. Forty-nine champions were selected, at the local level, by members of the Bank's Divisional Workplace Equality Advisory Councils. These individuals were honoured at an awards gala and conference that drew over 300 delegates and guests from throughout the Bank to exchange information and best practices on workplace equality. Tony Comper, President & COO, and Jeff Chisholm, Vice-Chairman & President, mbanx, were among the senior Executives who addressed participants.

Planning and Accountability

Since 1992, the Bank's most senior Executives have been actively involved in leading and guiding the workplace equality initiative through their participation in the President's Council on the Equitable Workplace. In 1997, this Council was expanded to include the head of the Bank's Global Treasury Group and its U.S. subsidiary Harris Bank. The Council is supported by 15 Divisional Workplace Equality councils who draw members from across the Bank. In 1997, many of these councils played a very active role in collecting information and providing advice and counsel to senior decision-makers.

The Bank's workplace equality initiative is supported by a comprehensive system of goal-setting, monitoring and evaluation. In 1997, the President's Council approved the establishment of long-term (10 year) representation goals for women and visible minorities. These, in addition to the existing goals for the representation of aboriginal people and people with disabilities, are supported by annual benchmarks. Progress towards these benchmarks is monitored on a quarterly basis through an extensive suite of management information reports. Management are accountable for the achievement of these goals which form part of annual performance appraisals.

Outreach Initiatives & Training Partnerships

In 1997, Bank of Montreal continued to support a number of key programs and develop innovative new programs designed to ensure the successful recruitment of candidates from each of the designated groups, and to assist interested candidates from the designated groups in developing the requisite skills necessary for a successful banking career.

³ The President's Council on the Equitable Workplace, formerly the National Advisory Council on the Equitable Workplace, includes the President & COO, the Bank's Vice-Chairs, the Executive Vice-President of Human Resources, and six other key senior executives.

These programs complement ongoing efforts to recruit candidates through organizations such as on-campus placement agencies, "friendship" centres, student associations, and specialized agencies.

Recruitment

In 1997, the Bank initiated the creation of a firm, *Partnercontracting Inc.*, to source Aboriginal candidates and candidates with disabilities. Since the inception of this project, Partnercontracting has established outreach relationships with a number of key organizations representing members of these two designated groups, such as the Interprovincial Association on Native Employment, Career PLACE, Canadian Council on Rehabilitation and Work, Ontario March of Dimes, and The Centre for Independent Living. They also advertise in publications targeting people with disabilities and Aboriginal people. Significant resources have been committed to this initiative to increase the Bank's ability to source qualified candidates from these communities.

In addition, a new "partnership" was established with the Canadian Paraplegic Association (CPA). Bank of Montreal and CPA signed a "Memorandum of Understanding" signaling their intent to work together to facilitate the sourcing of suitable candidates with disabilities for the Bank.

A new program in Quebec, designed to train employees with disabilities for careers in the financial services sector, was also launched in 1997. This apprenticeship style program was developed by the Bank in co-operation with The Paraplegic Association of Quebec, the provincial and federal governments, and a community college in Montreal. Students participating in this 14 month program take 9 months of courses in financial services and complete a 5 month internship with the Bank. In total, 11 students were enrolled in the program.

Outreach

Several highly successful outreach programs continue to be run by Bank of Montreal. These programs are designed to build awareness within specific groups regarding careers in financial services and to increase the Bank's profile within certain communities.

This year, the Bank expanded its *Possibilities-Youth Internship Scholarship Program*. The program, which was originally designed to target visible minority youth in Montreal, now encourages Aboriginal students and students with disabilities to participate. In addition, the program is now being offered in Toronto, Halifax and Winnipeg. In total, 50 grade 12 students were accepted into the program in 1997. These exceptional young people work at the Bank one day per week during the school year, obtain an academic scholarship and, depending on the availability of jobs and the student's ability and interest, obtain summer employment with the Bank.

Leadership for Tomorrow Today, designed in partnership with the Board of Education for the City of York and the Black Business Professional Association, continues to be a key component of the Bank's outreach activities. In 1997, this program was awarded the "Extra-ordinary Partnership Award" by the York Board of Education and the BBPA Learning and Resource Centre.

In response to a growing need to provide banking services to remote Aboriginal communities, Bank of Montreal opened several banking facilities under alliances with other existing operations in 1997. These

alliances not only reflect a valued business relationship but also provide employment opportunity for members of the local Aboriginal community.

In addition to these special programs, employees throughout the Bank continued to invest time participating in more traditional outreach activities such as, career fairs, mentoring, job shadowing programs, and community events. For instance, in 1997, Bank's of Montreal's Alberta division was the first organization in Canada to deliver Junior Achievement's program "Economics of Staying in School" to aboriginal students. This program was tailored by Junior Achievement to address the nuances of the Aboriginal culture. As well, Bank of Montreal is a major corporate sponsor of the National Aboriginal Youth Leadership Conference which draws well over 500 Aboriginal youth from across Canada to learn about careers and leadership skills.

Retention

A retention process for people with disabilities and Aboriginal people was developed and implemented in the Quebec division of the Bank's Personal and Commercial Financial Services Group. This process requires the approval of the Sr. Vice-President prior to the termination of any Aboriginal employee. In addition, the regional Workplace Equality Coordinator, is available to assist managers in re-deploying Aboriginal employees who were impacted by restructuring. The Bank is considering the feasibility of implementing this process across the organization.

Creating a Supportive Environment

The Bank continues to offer a variety of courses designed to help the Bank create an equitable and supportive work environment. Such courses include: "Women and Men as Colleagues" and "Attitudes and Protocol: Working with People with Disabilities".

In addition, there is an on-going commitment to incorporate equity and diversity issues into core training programs and courses. For example, in the Bank's "Career Bridge" course a key message is that the Bank is enriched by welcoming and valuing the diversity in its workforce and in the communities it serves. Over 1,000 employees have participated in this course since 1996.

This year, the Bank held a major conference at its Institute for Learning. This conference, which was part of the Bank's workplace equality champions initiative, consisted of several workshops on topics related to workforce diversity, such as "Making Flex Work", "An Innovative Approach to Creating a Supportive and Welcoming Environment for People with Disabilities", "Sharing our Success: Women Leaders in the Bank", and "Strengthening Relationships with Aboriginal Communities". There was also an information fair that provided employees with material and advice on work-life balance, workplace accommodation, outreach and internship programs.

The Bank developed a video for this event titled "Celebrating our Success". It was developed as a learning tool to help employees understand what workplace equality means and identify how they can help the enterprise reach its equality goals. This video has been distributed to each of the Divisional Workplace Equality Advisory Councils. In addition, copies of the video are available for loan through the Office of Workplace Equality.

Employment Systems

The Bank began a process to review and update all of its human resource policies and procedures. Workplace Equality plays a key role in this process actively reviewing and influencing changes to all policies and procedures. In addition, the HR manual is being expanded to include a new section and policy on workplace equality, an explanation of the workforce survey, and a description of specific activities the enterprise undertakes to achieve equity.

In conjunction with this review of human resource policies and practices, the Bank reviewed and revised its "Manager's Guide to Human Resources". This is a handbook of practical information designed to provide managers with easy access to information that is essential for effectively managing their workforce. There is a section in this guide dedicated to workplace equality. It provides an overview of the Bank's commitment to workplace equality. Some new topics were added this year, they include the Bank's policy on workplace accommodation and information on the Bank's workforce survey.

Employee Consultation & Communication

Bank of Montreal actively solicits feedback from its employees on an on-going basis. Several mechanisms are used to capture employees' attitudes and opinions on various issues related to employment equity and diversity. This feedback plays a critical role in the Bank's culture change process.

One of the key vehicles for capturing feedback from employees is the Bank's Workplace Equality Divisional Advisory Councils. These groups hold meetings on a bimonthly basis to share information on implementing workplace equality at the local level and to discuss emerging issues/concerns facing the Bank with respect to the implementation of workplace equality. As mentioned earlier, these councils played a key role in the Celebration and Conference. In addition, members of each of the councils attended the event which was held at the Bank's Institute for Learning in Toronto.

Another important mechanism used to monitor the attitudes and opinions of its employees is the *Employee Opinion Survey*. In 1997, the survey was redesigned to incorporate questions related to equity issues and to enable the analysis of employee responses along several demographic dimensions. Respondents were asked to comment on the Bank's fairness as an employer and its success in creating a supportive working environment. The survey was administered in December of 1997 and analysis and action planning will be completed in 1998.

Communication

To launch its "Workplace Equality Champions" initiative, communication materials were distributed to all Bank employees. This served two purposes: 1) it provided employees with a brief summary of the Bank's progress to-date in creating a more equitable workplace—describing some of the key initiatives the Bank has implemented and highlighting some of the demographic changes that have occurred since the Bank completed its first task force study on the Advancement of Women in 1991; and 2) encouraged employees to nominate a colleague or supervisor who they felt demonstrated the qualities of a champion.

Another key communication initiative in 1997 involved the distribution of a report by Catalyst and The Conference Board of Canada, *Closing the Gap: Women's Advancement in Corporate and Professional*

Canada. This report was sent by Tony Comper, President & COO, to all of the Bank's executives. It was accompanied by a letter from Mr. Comper which highlighted the excellent progress Bank of Montreal has made in advancing women and encouraging his leadership team to continue their efforts toward achieving gender balance.

Conclusion

In 1997, the Bank continued to play a leadership role in advocating the importance of valuing diversity. Through the year, senior executives and members of the workplace equality team shared their experience in the area of employment equity and diversity with other organizations and corporate leaders. For instance, Bank of Montreal was a major sponsor and key advisor to a landmark study conducted by The Conference Board of Canada and Catalyst titled, *Closing the Gap: Women's Advancement in Corporate and Professional Canada*. This research was the first to systemically identify the issues that are inhibiting the advancement of women into senior management in Canada from the perspectives of both chief executives and senior women. The following are some additional highlights of the Bank's advocacy activities:

- Provided advice and counsel to several large Canadian employers on establishing employment equity programs and plans
- Responded to requests to speak at conferences and universities, e.g.
 - North American Agreement on Labour Co-operation-Trilateral Conference, *Women & Work in the 21st Century: The Evolution of Work and Family Programs*
 - Queen's University, McGill University, McMaster University, University of Toronto, Dalhousie University
 - Canadian Association of University Business Officer's Conference, *Leadership and Diversity for Strategic Planning*
 - Health Canada, *the Business Case for Diversity*
- Established a scholarship at McGill University to encourage women to pursue studies in the Faculty of Management Programs.

Workplace equality is a strategic imperative for the Bank's leadership team. We are dedicated to creating an equitable workplace, creating a supportive work environment, and building a diverse workforce; and we continue to be strong advocates of these values within the business community.

NAME OF EMPLOYER NOM DE L'EMPLOYEUR		BANK OF MONTREAL		FULL LEGAL NAME - NOM LÉgal AU COMPLET		BANK OF MONTREAL		PROVINCE/TERritoIRES		TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE	
ADDRESS ADRESSE		129 ST. JACQUES ST. MONTREAL, QUEBEC, H2Y 1L6		ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE		P.O. BOX 6002, POSTAL STATION PLACE D'ARMES MONTREAL, QUEBEC, H2Y 3S8		PROVINCE/TERritoIRES		TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE	
OFFICERS AGENTS		MATTHEW W. BARRETT		NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI		PROVINCE/TERritoIRES		TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE	
POSITION FONCTION		CHAIRMAN OF THE BOARD & CEO		POSITION TITLE - TITRE DU FONCTIONNAIRE		VICE-PRESIDENT WORKPLACE EQUALITY & EMPLOYEE PROGRAMS		PROVINCE/TERritoIRES		TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE	
INDUSTRIAL SECTOR(S)		CHARTERED BANKS AND OTHER BANKING-TYPE INTERMEDIARIES		INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1		NO. OF EMPLOYEES - NOMBRE DE SALARIÉS		PROVINCE/TERritoIRES		TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE	
BRANCHES(S) D'ACTIVITÉ		NOT APPLICABLE		INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2		25908		PROVINCE/TERritoIRES		TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE	
EMPLOYMENT STATUS CATEGORIES		NOT APPLICABLE		INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3		N/A		PROVINCE/TERritoIRES		TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE	
CATEGORIES DE SALARIÉS		NOT APPLICABLE		INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4		N/A		PROVINCE/TERritoIRES		TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE	
EMPLOYMENT STATUS CATEGORIES		NUMBER OF PERMANENT PART-TIME EMPLOYEES - NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL		NUMBER OF PERMANENT EMPLOYEES - NOMBRE DE SALARIÉS PERMANENTS		2297		PROVINCE/TERritoIRES		TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE	
CATEGORIES DE SALARIÉS		18766		4087		2297		PROVINCE/TERritoIRES		TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE	
CERTIFICATION OF ACCURACY ATTESTATION D'EXACTITUDE		Diane Ashton		Bank of Montreal		25908		PROVINCE/TERritoIRES		TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE	
CERTIFICATION OF ACCURACY ATTESTATION D'EXACTITUDE		Diane Ashton		Bank of Montreal		25908		PROVINCE/TERritoIRES		TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE	

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[Signature]

May 29, 1998

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OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997										
Location <input checked="" type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)		Designated CMA (specify)												
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
Skilled Sales and Service Personnel	\$ 30,000 - \$34,999	4	1	1										
		3												
		2												
		1												
Skilled Crafts and Trades Workers	\$ 55,000 - \$59,999	4	1	1										
		3												
		2												
		1												
Clerical Personnel	\$ 50,000 - \$54,999	4	50	12	38									
		3	388	80	308	2	2	4	8	17	72			
		2	2566	354	2212	48	7	14	58	126	525			
		1	1538	278	1258	69	14	55	33	242	55			
Intermediate Sales and Service Personnel	\$ 60,000 - \$64,999	4	11	11										
		3	2	1	1									
		2	3	2	1									
		1	19	8	11									
Semi-Skilled Manual Workers	\$ 35,000 - \$39,999	4	3	3										
		3	2	2										
		2												
		1	2	2										
Other Sales and Service Personnel	\$ 50,000 - \$54,999	4	3	3										
		3	2	2										
		2	3	3										
		1	17	14	3	1								
Other Manual Workers	\$ 50,000 - \$54,999	4	1	1										
		3												
		2	1	1										
		1	1	1										
TOTAL NUMBER OF EMPLOYEES			18766	5999	12767	313	87	226	454	203	251	3189	980	2209

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997									
Location <input checked="" type="checkbox"/> National (Canada)		<input type="checkbox"/> Province / Territory (specify)		<input type="checkbox"/> Designated CMA (specify)									
Occupational Groups	Top and bottom of salary range	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men				
Skilled Sales and Service Personnel		4											
		3											
		2											
		1											
Skilled Crafts and Trades Workers		4											
		3											
		2											
		1											
Clerical Personnel	\$ 40,000 - \$44,999	5		5				2					
		343	18	325	5	8	1	61	7				
		2009	167	1842	55	54	10	237	35				
	Under \$5,000	798	125	673	22	9	4	101	27				
Intermediate Sales and Service Personnel		4	2	1									
	\$ 20,000 - \$24,999	3											
		2											
	\$ 10,000 - \$14,999	1		1									
Semi-Skilled Manual Workers		4											
		3											
		2											
		1											
Other Sales and Service Personnel		4	1	1									
	\$ 5,000 - \$ 9,999	3											
		2											
	Under \$5,000	1		1									
Other Manual Workers		4											
		3											
		2											
		1											
TOTAL NUMBER OF EMPLOYEES		4087	426	3661	103	8	95	82	17	65	474	77	397

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: BANK OF MONTREAL				Industrial Sector: Chartered Banks And Other Banking-Type Intermed										Reporting Period: 1997			
Location		<input checked="" type="checkbox"/> National (Canada)		<input type="checkbox"/> Province / Territory (specify)		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women		Total Number	Men	Women		Total Number	Men	Women		Total Number	Men	Women	
	Salary Ranges																
	Under \$15,000																
	\$ 15,000 - \$19,999	52	11	41		4	1	3						3	1	2	
	\$ 20,000 - \$24,999	1359	240	1119		60	15	45		36	13	23		206	45	161	
	\$ 25,000 - \$29,999	3781	617	3164		85	18	67		96	23	73		716	150	566	
	\$ 30,000 - \$34,999	3319	584	2735		62	12	50		65	13	52		673	144	529	
	\$ 35,000 - \$37,499	1299	277	1022		15	2	13		24	8	16		276	76	200	
	\$ 37,500 - \$39,999	1006	192	814		18	6	12		19	6	13		178	36	142	
	\$ 40,000 - \$44,999	1561	375	1186		23	7	16		32	9	23		294	89	205	
	\$ 45,000 - \$49,999	1073	314	759		11	5	6		24	8	16		169	66	103	
	\$ 50,000 - \$59,999	1614	768	846		15	6	9		45	28	17		259	118	141	
	\$ 60,000 - \$69,999	1285	792	493		8	4	4		27	20	7		190	104	86	
	\$ 70,000 - \$84,999	1214	888	326		5	5			37	32	5		132	82	50	
	\$ 85,000 - \$99,999	578	443	135		2	1	1		27	21	6		54	39	15	
	\$100,000 and over	625	498	127		5	5			22	22			39	30	9	
TOTAL NUMBER OF EMPLOYEES		18766	5999	12767		313	87	226		454	203	251		3189	980	2209	

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: BANK OF MONTREAL				Industrial Sector: Chartered Banks And Other Banking-Type Intermed										Reporting Period: 1997		
Location	<input checked="" type="checkbox"/> National (Canada)		<input type="checkbox"/> Province / Territory (specify)		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
	Salary Ranges															
	Under \$5,000	156	44	112	4		4						24	11	13	
	\$ 5,000 - \$ 7,499	142	23	119	3		3	2	1	1			23	6	17	
	\$ 7,500 - \$ 9,999	253	46	207	10	1	9	3		3			33	6	27	
	\$ 10,000 - \$12,499	426	49	377	8		8	8	3	5			42	6	36	
	\$ 12,500 - \$14,999	532	50	482	11	2	9	10	4	6			54	13	41	
	\$ 15,000 - \$17,499	638	56	582	19	3	16	12	1	11			78	11	67	
	\$ 17,500 - \$19,999	631	63	568	14		14	20	6	15			71	13	58	
	\$ 20,000 - \$22,499	584	40	544	17	1	16	14	1	13			72	4	68	
	\$ 22,500 - \$24,999	328	19	309	10	1	9	5	2	3			36	4	32	
	\$ 25,000 - \$29,999	241	22	219	5		5	5		5			31	2	29	
	\$ 30,000 - \$34,999	76	8	68				2		2			7	1	6	
	\$ 35,000 - \$39,999	32	3	29	1		1						1		1	
	\$ 40,000 - \$49,999	23	2	21	1	1	1	1		1			1		1	
	\$ 50,000 and over	25	1	24									1		1	
TOTAL NUMBER OF EMPLOYEES		4087	426	3661	103	8	95	82	17	65			474	77	397	

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed										Reporting Period: 1997	
Location <input checked="" type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
Occupational Groups													
Senior Managers	16	11	5	1	1					1	1		
Middle and Other Managers	263	144	119	2	1	1	1	1		33	17	16	
Professionals	417	254	163	3	1	2	6	5	1	71	38	33	
Semi-Professionals and Technicians	3		3										
Supervisors	17	6	11							1	1		
Supervisors: Crafts and Trades													
Administrative and Senior Clerical Personnel	673	326	347	11	4	7	9	7	2	97	44	53	
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers	4	1	3							1	1		
Clerical Personnel	543	200	343	10	3	7	5	3	2	52	24	28	
Intermediate Sales and Service Personnel	2		2										
Semi-Skilled Manual Workers	1	1		1	1								
Other Sales and Service Personnel	2	1	1							2	1	1	
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES HIRED	1941	944	997	28	11	17	21	16	5	258	127	131	

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector		Chartered Banks And Other Banking-Type Informed		Reporting Period: 1997					
Location	<input checked="" type="checkbox"/> National (Canada)	<input type="checkbox"/> Province / Territory (specify)									
			All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Occupational Groups											
Senior Managers											
Middle and Other Managers			2		2						
Professionals			7		7				1		1
Semi-Professionals and Technicians											
Supervisors			1		1						
Supervisors: Crafts and Trades											
Administrative and Senior Clerical Personnel			177	61	116	3	1	1	18	9	9
Skilled Sales and Service Personnel											
Skilled Crafts and Trades Workers											
Clerical Personnel			763	212	571	12	3	3	67	20	47
Intermediate Sales and Service Personnel											
Semi-Skilled Manual Workers											
Other Sales and Service Personnel											
Other Manual Workers											
TOTAL NUMBER OF EMPLOYEES HIRED			970	273	697	15	3	4	86	29	57

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed										Reporting Period: 1997	
Location <input checked="" type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Occupational Groups													
Senior Managers													
Middle and Other Managers		11		11									
Professionals		14	4	10							1	1	
Semi-Professionals and Technicians		1		1									
Supervisors		6		6							1		1
Supervisors: Crafts and Trades													
Administrative and Senior Clerical Personnel		285	29	256	3		3	5	1	4	22	6	17
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers													
Clerical Personnel		898	81	817	31	6	25	18	2	16	101	15	86
Intermediate Sales and Service Personnel													
Semi-Skilled Manual Workers													
Other Sales and Service Personnel													
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES PROMOTED		1215	114	1101	34	6	28	23	3	20	125	21	104
TOTAL NUMBER OF PROMOTIONS		1302	127	1175	36	8	28	26	3	23	130	22	108

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Province / Territory (specify)		Newfoundland		Industrial Sector		Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997			
Location		<input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> <input type="checkbox"/> Designated CMA (specify)									
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities				
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
Skilled Sales and Service Personnel		4											
		3											
		2											
		1											
Skilled Crafts and Trades Workers		4											
		3											
		2											
		1											
Clerical Personnel	\$ 25,000 - \$29,999	4	4										
		3	14	1									
		2	11		2								
	\$ 15,000 - \$19,999	1	5										
Intermediate Sales and Service Personnel		4											
		3											
		2											
		1											
Semi-Skilled Manual Workers		4											
		3											
		2											
		1											
Other Sales and Service Personnel		4											
		3											
		2											
		1											
Other Manual Workers		4											
		3											
		2											
		1											
TOTAL NUMBER OF EMPLOYEES			181	34	147	7	1	6	4	2	7	2	5

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Province / Territory (specify)		Newfoundland		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997				
Location		<input checked="" type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify)		<input type="checkbox"/> Designated CMA (specify)						
Occupational Groups		Top and bottom of salary range		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
				Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers				4								
				3								
				2								
				1								
Middle and Other Managers				4								
				3								
				2								
				1								
Professionals				4								
				3								
				2								
				1								
Semi-Professionals and Technicians				4								
				3								
				2								
				1								
Supervisors	\$ 25,000 - \$29,999			4	1							
				3								
	\$ 25,000 - \$29,999			2								
				1								
Supervisors: Crafts and Trades				4								
				3								
				2								
				1								
Administrative and Senior Clerical Personnel	\$ 25,000 - \$29,999			4	3							
				3								
	\$ 10,000 - \$14,999			2	2							
				1	1							

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Province / Territory (specify)		Newfoundland		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997			
Location <input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify)		Newfoundland		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997			
Occupational Groups		Top and bottom of salary range		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
				Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Skilled Sales and Service Personnel	4										
	3										
	2										
	1										
Skilled Crafts and Trades Workers	4										
	3										
	2										
	1										
Clerical Personnel	4	\$ 20,000 - \$24,999	15			15					
	3		13	1		12				1	
	2		17			17					1
	1	\$ 5,000 - \$ 9,999	5			5					1
Intermediate Sales and Service Personnel	4										
	3										
	2										
	1										
Semi-Skilled Manual Workers	4										
	3										
	2										
	1										
Other Sales and Service Personnel	4										
	3										
	2										
	1										
Other Manual Workers	4										
	3										
	2										
	1										
TOTAL NUMBER OF EMPLOYEES				60	1	59	1		1	2	2

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed										Form 3 Part A	
Location		<input checked="" type="checkbox"/> National (Canada)		<input type="checkbox"/> Province / Territory (specify)		Newfoundland		Persons with Disabilities		Members of Visible Minorities		Reporting Period: 1997	
Salary Ranges		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		Reporting Period: 1997			
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Under \$15,000		1		1									
\$ 15,000 - \$19,999													
\$ 20,000 - \$24,999		27	1	26	1								
\$ 25,000 - \$29,999		46	1	45	2								
\$ 30,000 - \$34,999		32	3	29	1						2		2
\$ 35,000 - \$37,499		10		10									
\$ 37,500 - \$39,999		13	2	11	1						2		2
\$ 40,000 - \$44,999		19	5	14									
\$ 45,000 - \$49,999		7	1	6	1						1		1
\$ 50,000 - \$59,999		10	6	4									
\$ 60,000 - \$69,999		7	6	1	1								
\$ 70,000 - \$84,999		6	6								2	2	
\$ 85,000 - \$99,999													
\$100,000 and over		3	3										
TOTAL NUMBER OF EMPLOYEES		181	34	147	7	1	6	4	2	2	7	2	5

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997				
Location: <input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Newfoundland						
Salary Ranges	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Under \$5,000								
\$ 5,000 - \$ 7,499	1		1					
\$ 7,500 - \$ 9,999	2		2					
\$ 10,000 - \$12,499	5		5				1	1
\$ 12,500 - \$14,999	10		10					
\$ 15,000 - \$17,499	11	1	10					
\$ 17,500 - \$19,999	8		8	1			1	1
\$ 20,000 - \$22,499	11		11					
\$ 22,500 - \$24,999	8		8					
\$ 25,000 - \$29,999	4		4					
\$ 30,000 - \$34,999								
\$ 35,000 - \$39,999								
\$ 40,000 - \$49,999								
\$ 50,000 and over								
TOTAL NUMBER OF EMPLOYEES	60	1	59	1			2	2

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Informed		Reporting Period: 1997						
Location: <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Newfoundland		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
Occupational Groups		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers										
Middle and Other Managers		1	1							
Professionals										
Semi-Professionals and Technicians										
Supervisors										
Supervisors: Crafts and Trades										
Administrative and Senior Clerical Personnel		1		1						
Skilled Sales and Service Personnel										
Skilled Crafts and Trades Workers										
Clerical Personnel		2	1	1						
Intermediate Sales and Service Personnel										
Semi-Skilled Manual Workers										
Other Sales and Service Personnel										
Other Manual Workers										
TOTAL NUMBER OF EMPLOYEES HIRED		4	2	2						

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1987	
Location	<input type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Province / Territory (specify)	Newfoundland		
			All Employees		
			Total Number	Men	Women
			Aboriginal Peoples		
			Total Number	Men	Women
			Persons with Disabilities		
			Total Number	Men	Women
			Members of Visible Minorities		
			Total Number	Men	Women
Occupational Groups					
Senior Managers					
Middle and Other Managers					
Professionals					
Semi-Professionals and Technicians					
Supervisors					
Supervisors: Crafts and Trades					
Administrative and Senior Clerical Personnel					
Skilled Sales and Service Personnel					
Skilled Crafts and Trades Workers					
Clerical Personnel	5	1	4		
Intermediate Sales and Service Personnel					
Semi-Skilled Manual Workers					
Other Sales and Service Personnel					
Other Manual Workers					
TOTAL NUMBER OF EMPLOYEES HIRED	5	1	4		

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997								
Location <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Newfoundland												
Occupational Groups	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers												
Middle and Other Managers	3	2	1									
Professionals	3		3									
Semi-Professionals and Technicians												
Supervisors	2		2									
Supervisors: Crafts and Trades												
Administrative and Senior Clerical Personnel	15	1	14							1		1
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Clerical Personnel	8		8									
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers												
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES PROMOTED	31	3	28							1		1
TOTAL NUMBER OF PROMOTIONS	34	3	31							1		1

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed				Reporting Period: 1997			
Location <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Newfoundland		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Occupational Groups									
Senior Managers									
Middle and Other Managers									
Professionals									
Semi-Professionals and Technicians									
Supervisors									
Supervisors: Crafts and Trades									
Administrative and Senior Clerical Personnel	3								
Skilled Sales and Service Personnel									
Skilled Crafts and Trades Workers									
Clerical Personnel	19			19				1	1
Intermediate Sales and Service Personnel									
Semi-Skilled Manual Workers									
Other Sales and Service Personnel									
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES PROMOTED		22		22				1	1
TOTAL NUMBER OF PROMOTIONS		22		22				1	1

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997				
Location: <input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Newfoundland						
Occupational Groups	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Senior Managers								
Middle and Other Managers								
Professionals								
Semi-Professionals and Technicians								
Supervisors								
Supervisors: Crafts and Trades								
Administrative and Senior Clerical Personnel	1		1					
Skilled Sales and Service Personnel								
Skilled Crafts and Trades Workers								
Clerical Personnel	8		8					
Intermediate Sales and Service Personnel								
Semi-Skilled Manual Workers								
Other Sales and Service Personnel								
Other Manual Workers								
TOTAL NUMBER OF EMPLOYEES TERMINATED	9		9					

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Province / Territory (specify) Nova Scotia		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997					
Location <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/>		Top and bottom of salary range		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
Occupational Groups		Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		4									
		3									
	\$100,000 and over	2									
		1	1								
Middle and Other Managers		4	8	6					1	1	
	\$100,000 and over	3	21	20	1				1		
		2	19	15	4				1	1	
	\$25,000 - \$29,999	1	6	3	3						
Professionals		4	1	1							
	\$80,000 - \$84,999	3	5	5							
		2	17	12	5				1		
	\$35,000 - \$39,999	1	6	2	4						
Semi-Professionals and Technicians		4									
		3									
		2									
		1									
Supervisors		4	1								
	\$40,000 - \$44,999	3	2								
		2	2								
	\$25,000 - \$29,999	1	2								
Supervisors: Crafts and Trades		4									
		3									
		2									
		1									
Administrative and Senior Clerical Personnel		4	6						1		
	\$65,000 - \$59,999	3	25	3	22						
		2	37	3	34				1	1	
	\$20,000 - \$24,999	1	74	5	69	2	1	1			

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Province / Territory (specify)		Nova Scotia		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997			
Location		National (Canada)		X		Designated CMA (specify)					
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel		4									
		3									
		2									
		1									
Skilled Crafts and Trades Workers		4									
		3									
		2									
		1									
Clerical Personnel	\$ 40,000 - \$44,999	4	9	1	8						
		3	22	2	20						
		2	46	4	44	1	1	1	2	1	1
	\$ 15,000 - \$19,999	1	23	2	21				3	3	1
Intermediate Sales and Service Personnel		4									
		3									
		2									
		1									
Semi-Skilled Manual Workers		4									
		3									
		2									
		1									
Other Sales and Service Personnel		4									
		3									
		2									
		1									
Other Manual Workers		4									
		3									
		2									
		1									
TOTAL NUMBER OF EMPLOYEES			335	86	249	3	1	2	8	3	5
									13	3	10

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks and Other Banking-Type Intermed		Reporting Period: 1997					
Location <input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Nova Scotia		<input type="checkbox"/> Designated CMA (specify)					
Occupational Groups	Top and bottom of salary range	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Senior Managers		4							
		3							
		2							
		1							
Middle and Other Managers		4							
		3							
		2							
		1							
Professionals		4							
		3							
		2							
		1							
Semi-Professionals and Technicians		4							
		3							
		2							
		1							
Supervisors		4							
		3							
		2							
		1							
Supervisors: Crafts and Trades		4							
		3							
		2							
		1							
Administrative and Senior Clerical Personnel	\$ 25,000 - \$29,999	7	1	7					
		5		4					
		2							
	\$ 10,000 - \$14,999	5		5					

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Province / Territory (specify) Nova Scotia		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997								
Localities: <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Top and bottom of salary range		Quarter		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities				
Occupational Groups		4	3	2	1	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel		4												
		3												
		2												
		1												
Skilled Crafts and Trades Workers		4												
		3												
		2												
		1												
Clerical Personnel	\$ 20,000 - \$24,999	4	18	1	1	1	1	1	1	1	1	1	1	1
		3	31	1	1	1	1	1	1	1	1	1	1	1
		2	24	3	1	1	1	1	1	1	1	1	1	1
	Under \$5,000	1	3											
Intermediate Sales and Service Personnel		4												
		3												
		2												
		1												
Semi-Skilled Manual Workers		4												
		3												
		2												
		1												
Other Sales and Service Personnel		4												
		3												
		2												
		1												
Other Manual Workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES		93	5	88	3	1	1	4	4					

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997						
Location <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Nova Scotia		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
Salary Ranges		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Under \$15,000		2		2						
\$ 15,000 - \$19,999										
\$ 20,000 - \$24,999		54	4	50	1		1	2		2
\$ 25,000 - \$29,999		82	4	78	1			3		3
\$ 30,000 - \$34,999		40	6	34			1	3	2	1
\$ 35,000 - \$39,999		19	2	17			1			
\$ 40,000 - \$44,999		18	1	17						
\$ 45,000 - \$49,999		29	3	26				2		2
\$ 50,000 - \$59,999		19	8	11				1	1	
\$ 60,000 - \$69,999		29	19	10	1		1	1		1
\$ 70,000 - \$84,999		16	14	2				1		1
\$ 85,000 - \$99,999		20	19	1			1			
\$ 100,000 and over		5	5							
		2	1	1			1			
TOTAL NUMBER OF EMPLOYEES		335	86	249	3	1	2	8	3	5
								13	3	10

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: BANK OF MONTREAL		Province / Territory (specify)		Nova Scotia		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997	
Location <input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify)		Nova Scotia					
Salary Ranges	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Under \$5,000	1		1						
\$ 5,000 - \$ 7,499	2		2						
\$ 7,500 - \$ 9,999	4	2	2						
\$ 10,000 - \$12,499	13	1	12	1					
\$ 12,500 - \$14,999	14	1	13						
\$ 15,000 - \$17,499	24		24			1	3		3
\$ 17,500 - \$19,999	12		12	1					
\$ 20,000 - \$22,499	14	1	13	1			1		1
\$ 22,500 - \$24,999	8		8						
\$ 25,000 - \$29,999	1		1						
\$ 30,000 - \$34,999									
\$ 35,000 - \$39,999									
\$ 40,000 - \$49,999									
\$ 50,000 and over									
TOTAL NUMBER OF EMPLOYEES	93	5	88	3		1	4		4

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997					
Location: <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Nova Scotia									
Occupational Groups	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers									
Middle and Other Managers	1	1							
Professionals									
Semi-Professionals and Technicians									
Supervisors									
Supervisors: Crafts and Trades									
Administrative and Senior Clerical Personnel	5	2	3						
Skilled Sales and Service Personnel									
Skilled Crafts and Trades Workers									
Clerical Personnel	3	1	2						
Intermediate Sales and Service Personnel									
Semi-Skilled Manual Workers									
Other Sales and Service Personnel									
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES HIRED	9	4	5						

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed				Reporting Period: 1997			
Location		Province / Territory (specify)		Nova Scotia					
<input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/>									
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers									
Middle and Other Managers									
Professionals									
Semi-Professionals and Technicians									
Supervisors									
Supervisors: Crafts and Trades									
Administrative and Senior Clerical Personnel									
Skilled Sales and Service Personnel									
Skilled Crafts and Trades Workers									
Clerical Personnel	7	2	5	1		1			
Intermediate Sales and Service Personnel									
Semi-Skilled Manual Workers									
Other Sales and Service Personnel									
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES HIRED	7	2	5	1		1			

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Form 5 Part A					
Location <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Nova Scotia		Reporting Period: 1997							
Occupational Groups	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers									
Middle and Other Managers	5	5							
Professionals	8	4	4						
Semi-Professionals and Technicians									
Supervisors	2		2						
Supervisors: Crafts and Trades									
Administrative and Senior Clerical Personnel	43	1	42	1	1	1	1	1	1
Skilled Sales and Service Personnel									
Skilled Crafts and Trades Workers									
Clerical Personnel	12	1	11						
Intermediate Sales and Service Personnel									
Semi-Skilled Manual Workers									
Other Sales and Service Personnel									
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES PROMOTED	70	11	59	1	1	1	1	1	1
TOTAL NUMBER OF PROMOTIONS	81	12	69	1	1	1	1	1	1

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997				
Location		Province / Territory (specify) Nova Scotia						
<input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify)								
Occupational Groups	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Senior Managers								
Middle and Other Managers								
Professionals								
Semi-Professionals and Technicians								
Supervisors								
Supervisors: Crafts and Trades								
Administrative and Senior Clerical Personnel	8	1	7					
Skilled Sales and Service Personnel								
Skilled Crafts and Trades Workers								
Clerical Personnel	17	4	13				1	1
Intermediate Sales and Service Personnel								
Semi-Skilled Manual Workers								
Other Sales and Service Personnel								
Other Manual Workers								
TOTAL NUMBER OF EMPLOYEES PROMOTED	25	5	20				1	1
TOTAL NUMBER OF PROMOTIONS	28	6	22				1	1

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997				
Location: <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Nova Scotia								
Occupational Groups	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Senior Managers								
Middle and Other Managers	8	8						
Professionals	3	2	1					
Semi-Professionals and Technicians								
Supervisors	3		3					
Supervisors: Crafts and Trades								
Administrative and Senior Clerical Personnel	14	2	12				1	1
Skilled Sales and Service Personnel								
Skilled Crafts and Trades Workers								
Clerical Personnel	16	2	14				1	1
Intermediate Sales and Service Personnel								
Semi-Skilled Manual Workers								
Other Sales and Service Personnel								
Other Manual Workers								
TOTAL NUMBER OF EMPLOYEES TERMINATED	44	14	30				2	1

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997					
Location <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Nova Scotia		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Occupational Groups									
Senior Managers									
Middle and Other Managers									
Professionals									
Semi-Professionals and Technicians									
Supervisors		1		1					
Supervisors: Crafts and Trades									
Administrative and Senior Clerical Personnel		5		5				1	1
Skilled Sales and Service Personnel									
Skilled Crafts and Trades Workers									
Clerical Personnel		21	2	19				4	4
Intermediate Sales and Service Personnel									
Semi-Skilled Manual Workers									
Other Sales and Service Personnel									
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES TERMINATED		27	2	25				5	5

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Province / Territory (specify) New Brunswick		Industrial Sector: Chartered Banks And Other Banking-Type Intermed				Reporting Period: 1997				
Location <input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Top and bottom of salary range		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
Occupational Groups		Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
Skilled Sales and Service Personnel		4										
		3										
		2										
Skilled Crafts and Trades Workers		1										
		4										
		3										
Clerical Personnel		2										
		1										
	\$ 35,000 - \$39,999	4	3									
		3	2									
	\$ 20,000 - \$24,999	2	13									
Intermediate Sales and Service Personnel		1	29									
		4										
		3										
		2										
		1										
Semi-Skilled Manual Workers		4										
		3										
		2										
		1										
		4										
Other Sales and Service Personnel		3										
		2										
		1										
		4										
		3										
Other Manual Workers		2										
		1										
		4										
		3										
		2										
TOTAL NUMBER OF EMPLOYEES			202	52	150	1	1	1	3	1	2	3

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997					
Location: <input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) New Brunswick		<input type="checkbox"/> Designated CMA (specify)					
Occupational Groups	Top and bottom of salary range	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Senior Managers	4								
	3								
	2								
	1								
Middle and Other Managers	4								
	3								
	2								
	1								
Professionals	4								
	3								
	2								
	1								
Semi-Professionals and Technicians	4								
	3								
	2								
	1								
Supervisors	4								
	3								
	2								
	1								
Supervisors: Crafts and Trades	4								
	3								
	2								
	1								
Administrative and Senior Clerical Personnel	\$ 25,000 - \$29,999	4	1						
		3							
	\$ 20,000 - \$24,999	2							
		1	1						

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997					
Location: <input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify)		New Brunswick					
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
Top and Bottom of salary range		Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number
Skilled Sales and Service Personnel		4							
		3							
		2							
Skilled Crafts and Trades Workers		1							
		4							
		3							
Clerical Personnel		2							
	\$ 25,000 - \$29,999	1	8						
	\$ 5,000 - \$ 9,999	2	21	1	1	1	1	1	1
Intermediate Sales and Service Personnel		1	6						
		4							
		3							
Semi-Skilled Manual Workers		2							
		1							
		4							
Other Sales and Service Personnel		3							
		2							
		1							
Other Manual Workers		4							
		3							
		2							
TOTAL NUMBER OF EMPLOYEES			51	1	1	3		3	

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997					
Locallion		Province / Territory (specify)		New Brunswick					
<input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify)		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
Salary Ranges		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Under \$15,000									
\$ 15,000 - \$19,999									
\$ 20,000 - \$24,999		48		48					
\$ 25,000 - \$29,999		41	3	38			1	1	1
\$ 30,000 - \$34,999		29	3	26			1	1	1
\$ 35,000 - \$37,499		11		11					
\$ 37,500 - \$39,999		14	2	12					
\$ 40,000 - \$44,999		6	1	5	1				
\$ 45,000 - \$49,999		9	5	4				1	1
\$ 50,000 - \$59,999		21	17	4			1		
\$ 60,000 - \$69,999		12	10	2					
\$ 70,000 - \$84,999		8	8						
\$ 85,000 - \$99,999		2	2						
\$100,000 and over		1	1						
TOTAL NUMBER OF EMPLOYEES		202	52	150	1		3	2	3

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997					
Location: <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) New Brunswick		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
Salary Ranges	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Under \$5,000	3		3						
\$ 5,000 - \$ 7,499							1		1
\$ 7,500 - \$ 9,999									
\$ 10,000 - \$12,499	10		10						
\$ 12,500 - \$14,999	11		11						
\$ 15,000 - \$17,499	7		7						
\$ 17,500 - \$19,999	9		9				1		1
\$ 20,000 - \$22,499	9		9	1		1	1		1
\$ 22,500 - \$24,999									
\$ 25,000 - \$29,999	2		2						
\$ 30,000 - \$34,999									
\$ 35,000 - \$39,999									
\$ 40,000 - \$49,999									
\$ 50,000 and over									
TOTAL NUMBER OF EMPLOYEES	51		51	1		1	3		3

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997						
Location: <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) New Brunswick		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
Occupational Groups		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers										
Middle and Other Managers		1	1							
Professionals										
Semi-Professionals and Technicians										
Supervisors										
Supervisors: Crafts and Trades										
Administrative and Senior Clerical Personnel		3	1	2						
Skilled Sales and Service Personnel										
Skilled Crafts and Trades Workers										
Clerical Personnel		2		2						
Intermediate Sales and Service Personnel										
Semi-Skilled Manual Workers										
Other Sales and Service Personnel										
Other Manual Workers										
TOTAL NUMBER OF EMPLOYEES HIRED		6	2	4						

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997				
Location: <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) New Brunswick								
Occupational Groups	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Senior Managers								
Middle and Other Managers								
Professionals								
Semi-Professionals and Technicians								
Supervisors								
Supervisors: Crafts and Trades								
Administrative and Senior Clerical Personnel								
Skilled Sales and Service Personnel								
Skilled Crafts and Trades Workers								
Clerical Personnel	6		6					
Intermediate Sales and Service Personnel								
Semi-Skilled Manual Workers								
Other Sales and Service Personnel								
Other Manual Workers								
TOTAL NUMBER OF EMPLOYEES HIRED	6		6					

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Part A

Name of Business: BANK OF MONTREAL		Province / Territory (specify) New Brunswick		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997			
Location <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/>		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
Occupational Groups		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Senior Managers									
Middle and Other Managers		6	5	1					
Professionals		3	3						
Semi-Professionals and Technicians									
Supervisors		1		1					
Supervisors: Crafts and Trades									
Administrative and Senior Clerical Personnel		33	2	31				1	1
Skilled Sales and Service Personnel									
Skilled Crafts and Trades Workers									
Clerical Personnel		13		13					
Intermediate Sales and Service Personnel									
Semi-Skilled Manual Workers									
Other Sales and Service Personnel									
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES PROMOTED		56	10	46				1	1
TOTAL NUMBER OF PROMOTIONS		61	11	50				1	1

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed				Reporting Period: 1997						
Location	<input type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Province / Territory (specify)	New Brunswick									
Occupational Groups	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers												
Middle and Other Managers												
Professionals												
Semi-Professionals and Technicians												
Supervisors												
Supervisors: Crafts and Trades												
Administrative and Senior Clerical Personnel												
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Clerical Personnel	12		12				1		1			
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers												
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES PROMOTED	12		12				1		1			
TOTAL NUMBER OF PROMOTIONS	12		12				1		1			

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997					
Location	<input type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Province / Territory (specify)	New Brunswick						
Occupational Groups	All Employees			Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers									
Middle and Other Managers	3	2	1						
Professionals	1	1							
Semi-Professionals and Technicians									
Supervisors									
Supervisors: Crafts and Trades									
Administrative and Senior Clerical Personnel	7	2	5						
Skilled Sales and Service Personnel									
Skilled Crafts and Trades Workers									
Clerical Personnel	15	1	14						
Intermediate Sales and Service Personnel									
Semi-Skilled Manual Workers									
Other Sales and Service Personnel									
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES TERMINATED	26	6	20						

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997	
Location		Province / Territory (specify) <input checked="" type="checkbox"/> National (Canada)		New Brunswick	
		All Employees		Aboriginal Peoples	
		Total Number	Men	Women	Total Number
		Persons with Disabilities		Members of Visible Minorities	
		Total Number	Men	Women	Total Number
		Men		Women	
Occupational Groups					
Senior Managers					
Middle and Other Managers					
Professionals					
Semi-Professionals and Technicians					
Supervisors					
Supervisors: Crafts and Trades					
Administrative and Senior Clerical Personnel	2	2			
Skilled Sales and Service Personnel					
Skilled Crafts and Trades Workers					
Clerical Personnel	24	24	2	2	1
Intermediate Sales and Service Personnel					
Semi-Skilled Manual Workers					
Other Sales and Service Personnel					
Other Manual Workers					
TOTAL NUMBER OF EMPLOYEES TERMINATED	26	26	2	2	1

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997						
Location: <input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Quebec		<input type="checkbox"/> Designated CMA (specify)						
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Senior Managers		4	1	1				1		
		3	1							
		2	2							
	\$100,000 and over	1	9	7				1		1
Middle and Other Managers		4	1	1						
		3								
		2	50	43	7			1		
	\$30,000 - \$34,999	1	450	280	170	2	1	9	7	2
Professionals		4	2	2						
		3	3	2	1					
		2	13	7	6					
	\$30,000 - \$34,999	1	405	183	222	2	1	3	1	2
Semi-Professionals and Technicians		4	1		1					
		3								
		2								
	\$45,000 - \$49,999	1			1					
Supervisors		4	19	6	13			1		1
		3	37	14	23	1				
		2	42	5	37	1				
	\$25,000 - \$29,999	1	22	6	16					
Supervisors: Crafts and Trades		4								
		3								
		2								
		1								
Administrative and Senior Clerical Personnel		4	15	6	9					
		3	145	30	115	1	1	2	1	1
		2	935	169	766	19	5	14	4	7
	\$15,000 - \$19,999	1	321	86	235	7	5	2	2	3

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997											
Location		<input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify)		Quebec		<input type="checkbox"/> Designated CMA (specify)		Members of Visible Minorities							
Occupational Groups		Top and bottom of salary range	Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
Skilled Sales and Service Personnel			4												
			3												
		2													
		1													
Skilled Crafts and Trades Workers			4												
			3												
		2													
		1													
Clerical Personnel	\$45,000 - \$49,999	4	27	16	11	1	2	2	2	2	2	2			
		3	106	18	88	2	2	2	2	8	1	7			
	\$15,000 - \$19,999	2	664	123	541	2	10	17	6	12	23	73			
		1	178	32	147	6	5	3	2	27	5	22			
Intermediate Sales and Service Personnel	\$80,000 - \$84,999	4	5	5											
		3													
	\$25,000 - \$29,999	2													
		1	9	3	6										
Semi-Skilled Manual Workers	\$30,000 - \$34,999	4	2	2											
		3													
	\$25,000 - \$29,999	2													
		1	1	1											
Other Sales and Service Personnel	\$30,000 - \$34,999	4	3	3											
		3	1	1											
	\$25,000 - \$29,999	2													
		1	4	4						1	1				
Other Manual Workers	\$30,000 - \$34,999	4	1	1											
		3													
	\$25,000 - \$29,999	2													
		1													
TOTAL NUMBER OF EMPLOYEES				3477	1060	2417	55	17	38	58	27	31	345	100	245

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Province / Territory (specify)		Quebec		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997			
Location: <input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify)		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
Occupational Groups		Top and Bottom of salary range		Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number
Senior Managers				4							
				3							
				2							
				1							
Middle and Other Managers	\$ 50,000 - \$54,999			4	1		1				
				3							
	\$ 45,000 - \$49,999			2							
				1							
Professionals	\$ 45,000 - \$49,999			4	2		2				
				3	5		5				
	\$ 20,000 - \$24,999			2	1		1				
				1	1		1				
Semi-Professionals and Technicians				4							
				3							
				2							
				1							
Supervisors	\$ 25,000 - \$29,999			4	1		1				
				3							
	\$ 20,000 - \$24,999			2	1		1				
				1	1		1				
Supervisors: Crafts and Trades				4							
				3							
				2							
				1							
Administrative and Senior Clerical Personnel	\$ 55,000 - \$59,999			4	2	1	1				
				3	5		5				
	\$ 5,000 - \$ 9,999			2	147	9	138	8	4	8	5
				1	79	16	63	1	1	1	5

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997										
Location: <input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Quebec		<input type="checkbox"/> Designated CMA (specify)										
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
Skilled Sales and Service Personnel		4												
		3												
		2												
		1												
Skilled Crafts and Trades Workers		4												
		3												
		2												
		1												
Clerical Personnel	\$ 35,000 - \$39,999	4	3											
		3	184	13		6			21	3				
		2	361	34		6	5	2	27	8	16			
	Under \$5,000	1	151	42		6	1	1	4	1	3			
Intermediate Sales and Service Personnel		4												
		3												
		2												
		1												
Semi-Skilled Manual Workers		4												
		3												
		2												
		1												
Other Sales and Service Personnel		4												
		3												
		2												
		1												
Other Manual Workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			946	116	830	27	1	26	14	3	11	63	13	50

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997			
Location		Province / Territory (specify) Quebec					
<input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify)		All Employees		Persons with Disabilities		Members of Visible Minorities	
Salary Ranges		Total Number	Men	Women	Total Number	Men	Women
Under \$5,000		40	10	30	3		1
\$ 5,000 - \$ 7,499		31	8	23	1		
\$ 7,500 - \$ 9,999		65	20	45	1		3
\$ 10,000 - \$12,499		87	14	53	1	1	3
\$ 12,500 - \$14,999		111	16	95	2	1	8
\$ 15,000 - \$17,499		149	14	135	3	2	9
\$ 17,500 - \$19,999		145	10	135	3	2	9
\$ 20,000 - \$22,499		188	12	156	6	3	11
\$ 22,500 - \$24,999		82	8	74	2	1	8
\$ 25,000 - \$29,999		59	2	57	5	4	3
\$ 30,000 - \$34,999		15		15			1
\$ 35,000 - \$39,999		8		8			
\$ 40,000 - \$49,999		4	1	3			
\$ 50,000 and over		2	1	1			
TOTAL NUMBER OF EMPLOYEES		946	116	830	27	1	50

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed				Reporting Period: 1997				
Location	<input type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Province / Territory (specify)	Quebec							
Occupational Groups	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities			
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
Senior Managers										
Middle and Other Managers										
Professionals	1		1							
Semi-Professionals and Technicians										
Supervisors										
Supervisors: Crafts and Trades										
Administrative and Senior Clerical Personnel	53	17	36	2			6	2	4	
Skilled Sales and Service Personnel										
Skilled Crafts and Trades Workers										
Clerical Personnel	234	78	156	1			11	7	4	
Intermediate Sales and Service Personnel										
Semi-Skilled Manual Workers										
Other Sales and Service Personnel										
Other Manual Workers										
TOTAL NUMBER OF EMPLOYEES HIRED	268	95	193	3			17	9	8	

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997				
Location: <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Quebec								
Occupational Groups	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Senior Managers								
Middle and Other Managers								
Professionals	2		2					
Semi-Professionals and Technicians								
Supervisors	2		2					
Supervisors: Crafts and Trades								
Administrative and Senior Clerical Personnel	80	5	75	2		3	5	1
Skilled Sales and Service Personnel								
Skilled Crafts and Trades Workers								
Clerical Personnel	138	10	128	5		2	10	3
Intermediate Sales and Service Personnel								
Semi-Skilled Manual Workers								
Other Sales and Service Personnel								
Other Manual Workers								
TOTAL NUMBER OF EMPLOYEES PROMOTED	222	15	207	7		5	15	4
TOTAL NUMBER OF PROMOTIONS	233	17	216	7		5	15	4

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed										Reporting Period: 1997		
Location		Province / Territory (specify) Quebec												
<input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/>		All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
Occupational Groups		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
Senior Managers		3		3				1	1					
Middle and Other Managers		80	60	20							3	2	1	
Professionals		22	16	6							1	1		
Semi-Professionals and Technicians		1		1										
Supervisors		17	5	12							1		1	
Supervisors: Crafts and Trades														
Administrative and Senior Clerical Personnel		115	31	84	3			1		1	15	1	14	
Skilled Sales and Service Personnel														
Skilled Crafts and Trades Workers														
Clerical Personnel		157	27	130	2		2	4	1	3	21	2	19	
Intermediate Sales and Service Personnel														
Semi-Skilled Manual Workers														
Other Sales and Service Personnel		9	8	1				2	2					
Other Manual Workers														
TOTAL NUMBER OF EMPLOYEES TERMINATED		404	150	254	5		5	8	4	4	41	6	35	

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997						
Location		Province / Territory (specify) Ontario		Designated CMA (specify)						
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
Quarter	Top and bottom of salary range	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
4		1	1							
3		5	5							
2		15	13	2		1	1	1	1	
1	\$100,000 and over	157	112	45	2	3	3	9	7	2
4		2	2							
3		3	1	2						
2		54	45	9		2	2	6	6	
1	\$30,000 - \$34,999	2001	1224	777	4	61	48	244	128	116
4		2	1	1						
3		3	3							
2		4	4							
1	\$100,000 and over	2236	1147	1089	17	9	35	671	286	275
4		3		3				1		1
3		9	4	5						
2		2	2	2				1		1
1	\$50,000 - \$54,999	3	3					2		2
4		8	1	7				2	1	1
3		69	11	58	1	4	4	20	4	16
2		104	22	82	1	1	1	31	6	23
1	\$20,000 - \$24,999	50	11	39				11	2	9
4		1	1							
3										
2										
1	\$70,000 - \$74,999									
4		1	1							
3										
2										
1	\$40,000 - \$44,999									
4		12	8	4				2	2	
3		159	57	102	3	3	2	24	8	16
2		1819	317	1502	24	5	25	442	86	354
1	\$15,000 - \$19,999	1350	285	1073	34	7	8	250	67	183

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Province / Territory (specify) <input checked="" type="checkbox"/> Ontario		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Designated CMA (specify) <input type="checkbox"/>		Reporting Period: 1997			
Location <input type="checkbox"/> National (Canada)		Quarter		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
Occupational Groups		Top and bottom of salary range		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Skilled Sales and Service Personnel		4	1	1							
	\$ 30,000 - \$34,999	3									
	\$ 30,000 - \$34,999	2									
Skilled Crafts and Trades Workers		1									
	\$ 55,000 - \$59,999	4	1	1							
	\$ 30,000 - \$34,999	3									
Clerical Personnel		2									
	\$ 50,000 - \$54,999	4	34	5	29						
	\$ 15,000 - \$19,999	2	220	49	171						
Intermediate Sales and Service Personnel		1	1159	180	979						
	\$ 60,000 - \$64,999	4	650	140	510						
	\$ 30,000 - \$34,999	1	13	7	6						
Semi-Skilled Manual Workers		3	1	1							
	\$ 35,000 - \$39,999	4	2	2							
	\$ 25,000 - \$29,999	2	3	3							
Other Sales and Service Personnel		1	1	1							
	\$ 50,000 - \$54,999	4	3	3							
	\$ 25,000 - \$29,999	2	2	2							
Other Manual Workers		1	10	7	3						
	\$ 35,000 - \$39,999	4	1	1							
	\$ 35,000 - \$39,999	3									
TOTAL NUMBER OF EMPLOYEES		2	1	1							
		1									
		10191	3687	6504	139	40	99	254	124	130	2226
1464											

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997										
Location	<input type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Province / Territory (specify) Ontario	<input type="checkbox"/> Designated CMA (specify)											
Occupational Groups	Top and of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
Skilled Sales and Service Personnel		4												
		3												
		2												
		1												
Skilled Crafts and Trades Workers		4												
		3												
		2												
		1												
Clerical Personnel	\$ 30,000 - \$34,999	4	33	2	31					8	8			
		3	402	39	363	10			10	42	8			
		2	526	57	469	12	1		15	34				
	Under \$5,000	1	194	40	154	4			12	68	17			
Intermediate Sales and Service Personnel	\$ 20,000 - \$24,999	4	2	1	1				1	1	15			
		3												
		2												
	\$ 10,000 - \$14,999	1	1											
Semi-Skilled Manual Workers		4												
		3												
		2												
		1												
Other Sales and Service Personnel	\$ 5,000 - \$ 9,999	4	1	1										
		3												
		2												
	\$ 5,000 - \$ 9,999	1												
Other Manual Workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			1551	192	1359	35	3	32	31	5	26	206	45	161

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: BANK OF MONTREAL				Industrial Sector: Chartered Banks And Other Banking-Type Intermed				Reporting Period: 1997			
Location		<input checked="" type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Ontario							
Salary Ranges		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities			
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
Under \$15,000											
\$ 15,000 - \$19,999		22	6	16	1	1		1	1		
\$ 20,000 - \$24,999		581	122	459	24	8	16	110	29	81	
\$ 25,000 - \$29,999		1677	303	1374	42	8	34	397	97	300	
\$ 30,000 - \$34,999		1556	326	1230	26	5	21	439	101	338	
\$ 35,000 - \$37,499		736	192	544	6	1	5	209	61	148	
\$ 37,500 - \$39,999		549	113	436	4		4	138	28	110	
\$ 40,000 - \$44,999		898	249	649	13	5	8	220	74	148	
\$ 45,000 - \$49,999		614	189	425	4	2	2	128	62	76	
\$ 50,000 - \$59,999		954	423	531	9	3	6	219	98	121	
\$ 60,000 - \$69,999		828	482	346	4	2	2	160	84	76	
\$ 70,000 - \$84,999		825	560	265	1	1		123	76	48	
\$ 85,000 - \$99,999		446	328	118	1		1	49	36	13	
\$100,000 and over		505	394	111	4	4		33	26	7	
TOTAL NUMBER OF EMPLOYEES		10191	3687	6504	139	40	99	2226	762	1464	

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: BANK OF MONTREAL			Industrial Sector: Chartered Banks And Other Banking-Type Intermed				Reporting Period: 1997						
Location		<input type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Province / Territory (specify)	Ontario									
Salary Ranges			All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities				
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
Under \$5,000			47	15	32					10	4	6	
\$ 5,000 - \$7,499			63	10	53	1				17	5	12	
\$ 7,500 - \$9,999			103	22	81	5	1		1	22	6	16	
\$ 10,000 - \$12,499			167	20	147	2		2	3	18	4	14	
\$ 12,500 - \$14,999			192	19	173	2		2	4	24	7	17	
\$ 15,000 - \$17,499			225	29	196	7	1	6	5	39	8	31	
\$ 17,500 - \$19,999			234	36	198	3		3	6	23	6	17	
\$ 20,000 - \$22,499			190	18	172	7		7	4	21	2	19	
\$ 22,500 - \$24,999			134	9	125	7	1	6	3	9	1	8	
\$ 25,000 - \$29,999			114	11	103				1	18	2	16	
\$ 30,000 - \$34,999			34	1	33				1	4		4	
\$ 35,000 - \$39,999			13	1	12	1		1					
\$ 40,000 - \$49,999			13	1	12								
\$ 50,000 and over			22		22					1		1	
TOTAL NUMBER OF EMPLOYEES			1551	192	1359	35	3	32	31	5	26	45	161

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed				Reporting Period: 1997			
Location <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Ontario		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Occupational Groups									
Senior Managers									
Middle and Other Managers	2		2						
Professionals	6		6				1		1
Semi-Professionals and Technicians									
Supervisors	1		1						
Supervisors: Crafts and Trades									
Administrative and Senior Clerical Personnel	81	31	50	1	1		6	6	1
Skilled Sales and Service Personnel									
Skilled Crafts and Trades Workers									
Clerical Personnel	264	73	191	6		1	30	8	22
Intermediate Sales and Service Personnel									
Semi-Skilled Manual Workers									
Other Sales and Service Personnel									
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES HIRED	354	104	250	7		1	37	13	24

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997					
Location: <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Ontario									
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers									
Middle and Other Managers	10		10						
Professionals	11	3	8				1	1	
Semi-Professionals and Technicians	1		1						
Supervisors	3		3				1		1
Supervisors: Crafts and Trades									
Administrative and Senior Clerical Personnel	128	19	109	1		1	1	4	9
Skilled Sales and Service Personnel									
Skilled Crafts and Trades Workers									
Clerical Personnel	409	47	362	13	3	10	10	44	35
Intermediate Sales and Service Personnel									
Semi-Skilled Manual Workers									
Other Sales and Service Personnel									
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES PROMOTED	562	69	493	14	3	11	11	59	45
TOTAL NUMBER OF PROMOTIONS	606	74	532	14	3	11	14	61	47

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed										Reporting Period: 1997	
Location		Province / Territory (specify) Ontario											
<input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Ontario											
Occupational Groups		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		15	14	1									
Middle and Other Managers		229	156	73	1	1		11	10	1	29	18	11
Professionals		184	116	68	3	2	1	6	2	4	39	24	15
Semi-Professionals and Technicians		4	2	2							1	1	
Supervisors		31	7	24				1	1		7	2	6
Supervisors: Crafts and Trades													
Administrative and Senior Clerical Personnel		286	105	181	5	3	2	4	3	1	45	21	24
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers		1	1								1	1	
Clerical Personnel		333	68	265	11	1	10	6	3	3	51	12	39
Intermediate Sales and Service Personnel		1	1										
Semi-Skilled Manual Workers													
Other Sales and Service Personnel		21	15	6				1		1	4	3	1
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES TERMINATED		1105	485	620	20	7	13	29	19	10	177	82	95

Name of Business: BANK OF MONTREAL				Industrial Sector: Chartered Banks And Other Banking-Type Intermed				Form O Part B					
Location		<input checked="" type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Ontario		Reporting Period: 1997							
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men		
Senior Managers													
Middle and Other Managers	5		5				1		1				
Professionals	5	1	4							2	2		
Semi-Professionals and Technicians													
Supervisors	2	1	1										
Supervisors: Crafts and Trades													
Administrative and Senior Clerical Personnel	62	21	41	1		1				4	2		
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers													
Clerical Personnel	389	67	322	12	2	10	12	6	6	39	12		
Intermediate Sales and Service Personnel	1	1									27		
Semi-Skilled Manual Workers													
Other Sales and Service Personnel	1		1							1	1		
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES TERMINATED	465	91	374	13	2	11	13	6	7	46	14		
											32		

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Province / Territory (specify) <input checked="" type="checkbox"/> Manitoba		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997	
Location <input type="checkbox"/> National (Canada)		Top and Bottom of salary range		Designated CMA (specify) <input type="checkbox"/>		Members of Visible Minorities	
Occupational Groups	Quarter	All Employees Total Number	Men	Women	Aboriginal Peoples Total Number	Men	Women
Senior Managers	4	1		1			
	3						
	2						
	1	1					
Middle and Other Managers	4	5	5				
	3	17	17				
	2	21	15	6			
	1	27	12	15			
Professionals	4	8	4	4			
	3	6	4	2			
	2	2		2			
	1	1		1			
Semi-Professionals and Technicians	4						
	3						
	2						
	1						
Supervisors	4	2		2			
	3	3		3			
	2	2		2			
	1	2		2			
Supervisors: Crafts and Trades	4						
	3						
	2						
	1						
Administrative and Senior Clerical Personnel	4	5	3	2			
	3	22	4	18			
	2	87	9	78			
	1	77	8	69			

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997										
Location: <input type="checkbox"/> National (Canada)		Province / Territory (specify) <input checked="" type="checkbox"/> Manitoba		Designated CMA (specify)										
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
Skilled Sales and Service Personnel		4												
		3												
		2												
		1												
Skilled Crafts and Trades Workers		4												
		3												
		2												
		1												
Clerical Personnel	\$ 45,000 - \$49,999	4	3	1	2									
		3	16	1	15									
		2	74	3	71									
	\$ 15,000 - \$19,999	1	93	6	87									
Intermediate Sales and Service Personnel		4												
		3												
		2												
		1												
Semi-Skilled Manual Workers		4												
		3												
		2												
		1												
Other Sales and Service Personnel		4												
		3												
		2												
		1												
Other Manual Workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			475	93	382	18	1	17	7	3	4	26	5	23

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector		Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997	
Location		Province / Territory (specify)		Designated CMA (specify)			
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities	
Top and bottom of salary range		Quarter	Total Number	Men	Women	Total Number	Men
Senior Managers		4					
		3					
		2					
		1					
Middle and Other Managers		4					
		3					
		2					
		1					
Professionals		4					
		3					
		2					
		1					
Semi-Professionals and Technicians		4					
		3					
		2					
		1					
Supervisors		4					
		3					
		2					
		1					
Supervisors: Crafts and Trades		4					
		3					
		2					
		1					
Administrative and Senior Clerical Personnel	\$ 35,000 - \$39,999	4	2				
		3	3				
		2	14				
	\$ 10,000 - \$14,999	1	6				

Reporting Period: 1997

☐ Designated CMA (specify)

Manitoba

Province / Territory (specify)

☒

National (Canada)

Occupational Groups

Members of Visible Minorities

Total Number

Men

Women

Total Number

Men

Women

Total Number

Men

Women

Total Number

Men

Women

Total Number

Men

Women

Total Number

Men

Women

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997							
Location: <input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Manitoba		<input type="checkbox"/> Designated CMA (specify)							
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel		4									
		3									
		2									
Skilled Crafts and Trades Workers		1									
		4									
		3									
Clerical Personnel		2									
	\$ 20,000 - \$24,999	4	24	1	23	1			3		3
		3	51	2	49	4			5		5
Intermediate Sales and Service Personnel		2	44	3	41	1			1		1
	Under \$5,000	4	13	1	12						
		3									
Semi-Skilled Manual Workers		2									
		4									
		3									
Other Sales and Service Personnel		2									
		1									
		4									
Other Manual Workers		3									
		2									
		1									
TOTAL NUMBER OF EMPLOYEES			157	7	150	6			9		9

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: BANK OF MONTREAL			Province / Territory (specify)			Manitoba		Industrial Sector: Chartered Banks And Other Banking-Type Intermed						Reporting Period: 1997	
Location		<input type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Province / Territory (specify)	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
Salary Ranges		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
Under \$5,000		10	1	9							1		1		
\$ 5,000 - \$ 7,499		4		4											
\$ 7,500 - \$ 9,999		13	1	12											
\$ 10,000 - \$12,499		26	1	25	1		1								
\$ 12,500 - \$14,999		28	2	26	2		2				1		1		
\$ 15,000 - \$17,499		28	1	27	1		1								
\$ 17,500 - \$19,999		20		20	2		2				2		2		
\$ 20,000 - \$22,499		15	1	14							1		1		
\$ 22,500 - \$24,999		9		9							1		1		
\$ 25,000 - \$29,999		2		2											
\$ 30,000 - \$34,999		1		1											
\$ 35,000 - \$39,999		1		1											
\$ 40,000 - \$49,999															
\$ 50,000 and over															
TOTAL NUMBER OF EMPLOYEES		167	7	150	6		6				9		9		

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997				
Location		Province / Territory (specify) Manitoba						
<input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Manitoba								
Occupational Groups	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Senior Managers								
Middle and Other Managers								
Professionals	1		1					
Semi-Professionals and Technicians								
Supervisors								
Supervisors: Crafts and Trades								
Administrative and Senior Clerical Personnel	11	4	7				2	2
Skilled Sales and Service Personnel								
Skilled Crafts and Trades Workers								
Clerical Personnel	15	4	11				1	1
Intermediate Sales and Service Personnel								
Semi-Skilled Manual Workers								
Other Sales and Service Personnel								
Other Manual Workers								
TOTAL NUMBER OF EMPLOYEES HIRED	27	8	19				3	3

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Internmed				Reporting Period: 1997					
Location	<input type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Province / Territory (specify)	Manitoba								
	Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers											
Middle and Other Managers											
Professionals											
Semi-Professionals and Technicians											
Supervisors											
Supervisors: Crafts and Trades											
Administrative and Senior Clerical Personnel											
Skilled Sales and Service Personnel											
Skilled Crafts and Trades Workers											
Clerical Personnel			30	7	23						
Intermediate Sales and Service Personnel											
Semi-Skilled Manual Workers											
Other Sales and Service Personnel											
Other Manual Workers											
TOTAL NUMBER OF EMPLOYEES HIRED			30	7	23						

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997				
Location: <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Manitoba								
Occupational Groups	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Senior Managers								
Middle and Other Managers	12	4	8					
Professionals	4		4					
Semi-Professionals and Technicians								
Supervisors	4		4				1	1
Supervisors: Crafts and Trades								
Administrative and Senior Clerical Personnel	68	11	57	3			1	1
Skilled Sales and Service Personnel								
Skilled Crafts and Trades Workers								
Clerical Personnel	70	3	67	5			2	6
Intermediate Sales and Service Personnel								
Semi-Skilled Manual Workers								
Other Sales and Service Personnel								
Other Manual Workers								
TOTAL NUMBER OF EMPLOYEES PROMOTED	158	16	140	8			2	8
TOTAL NUMBER OF PROMOTIONS	179	19	160	10			2	9

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997								
Location <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Manitoba												
Occupational Groups	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers												
Middle and Other Managers												
Professionals												
Semi-Professionals and Technicians												
Supervisors												
Supervisors: Crafts and Trades												
Administrative and Senior Clerical Personnel	10		10									
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Clerical Personnel	45	2	43	3		3				3		3
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers												
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES PROMOTED	55	2	53	3		3				3		3
TOTAL NUMBER OF PROMOTIONS	58	2	56	3		3				3		3

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Name of Business: BANK OF MONTREAL		Province / Territory (specify) Manitoba		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997					
Location	<input type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Province / Territory (specify) Manitoba	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers											
Middle and Other Managers											
Professionals											
Semi-Professionals and Technicians											
Supervisors											
Supervisors: Crafts and Trades											
Administrative and Senior Clerical Personnel			2		2						
Skilled Sales and Service Personnel											
Skilled Crafts and Trades Workers											
Clerical Personnel			27	5	22	3			1		2
Intermediate Sales and Service Personnel											
Semi-Skilled Manual Workers											
Other Sales and Service Personnel											
Other Manual Workers											
TOTAL NUMBER OF EMPLOYEES TERMINATED			29	5	24	3			1		2

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997										
Location: <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Saskatchewan		<input type="checkbox"/> Designated CMA (specify)												
Occupational Groups	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		4	1	1										
		3												
	\$100,000 and over	2												
		1	1											
Middle and Other Managers		4	9	9										
	\$90,000 - \$94,999	3	15	14	1									
		2	21	20	1									
	\$40,000 - \$44,999	1	14	6	8	1								
Professionals		4	4	1	3									
	\$65,000 - \$69,999	3	9	4	5									
		2	7	2		1								
	\$30,000 - \$34,999	1	6		6									
Semi-Professionals and Technicians		4												
		3												
		2												
		1												
Supervisors		4	1		1									
	\$40,000 - \$44,999	3												
		2	1		1									
	\$30,000 - \$34,999	1	3		3									
Supervisors: Crafts and Trades		4												
		3												
		2												
		1												
Administrative and Senior Clerical Personnel		4	10	2	8									
	\$55,000 - \$59,999	3	33	5	28									
		2	70	6	64	2		1	1			1		
	\$20,000 - \$24,999	1	70	3	67	4	1	3	3			3		

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Province / Territory (specify) <input checked="" type="checkbox"/> Saskatchewan		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997								
Location <input type="checkbox"/> National (Canada)		Province / Territory (specify) <input checked="" type="checkbox"/> Saskatchewan		Designated CMA (specify)										
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
Skilled Sales and Service Personnel		4												
		3												
		2												
		1												
Skilled Crafts and Trades Workers		4												
		3												
		2												
		1												
Clerical Personnel	\$ 35,000 - \$39,999	4	6		6									
		3	16		16									
		2	45		45									
	\$ 15,000 - \$19,999	1	27	3	24	2	2		3		3			
Intermediate Sales and Service Personnel		4												
		3												
		2												
		1												
Semi-Skilled Manual Workers		4												
		3												
		2												
		1												
Other Sales and Service Personnel		4												
		3												
		2												
		1												
Other Manual Workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			369	77	292	11	3	8	7	2	5	9	1	8

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed				Reporting Period: 1997					
Location	<input type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Province / Territory (specify)	Saskatchewan		<input type="checkbox"/> Designated CMA (specify)						
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel		4									
		3									
		2									
		1									
Skilled Crafts and Trades Workers		4									
		3									
		2									
		1									
Clerical Personnel	\$ 25,000 - \$29,999	4	11			1					
		3	34			2					
		2	38			2					
	Under \$5,000	1	4								
Intermediate Sales and Service Personnel		4									
		3									
		2									
		1									
Semi-Skilled Manual Workers		4									
		3									
		2									
		1									
Other Sales and Service Personnel	Under \$5,000	4	1								
		3									
		2									
	Under \$5,000	1									
Other Manual Workers		4									
		3									
		2									
		1									
TOTAL NUMBER OF EMPLOYEES			103			5			5		

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed			Form 3 Part A		
Location		Province / Territory (specify)			Reporting Period: 1997		
		<input checked="" type="checkbox"/> National (Canada)					
Salary Ranges		Saskatchewan					
		All Employees			Aboriginal Peoples		
		Persons with Disabilities			Members of Visible Minorities		
		Total Number			Total Number		
		Men			Men		
		Women			Women		
Under \$15,000							
\$ 15,000 - \$19,999		4	2	2			
\$ 20,000 - \$24,999		48	1	47	5	1	5
\$ 25,000 - \$29,999		84	2	82	1	3	1
\$ 30,000 - \$34,999		70	4	66	3	1	1
\$ 35,000 - \$37,499		17	1	16			
\$ 37,500 - \$39,999		21	2	19	1		1
\$ 40,000 - \$44,999		27	3	24		1	
\$ 45,000 - \$49,999		24	8	16			
\$ 50,000 - \$59,999		30	14	16	1	1	1
\$ 60,000 - \$69,999		19	16	3			
\$ 70,000 - \$84,999		19	18	1			1
\$ 85,000 - \$99,999		4	4				
\$100,000 and over		2	2				
TOTAL NUMBER OF EMPLOYEES		369	77	292	11	3	8
					7	2	5
							1
							8

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997					
Location	<input type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Province / Territory (specify) Saskatchewan							
Salary Ranges	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Valble Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Under \$5,000	3		3						
\$ 5,000 - \$ 7,499	2		2						
\$ 7,500 - \$ 9,999	10		10				1		1
\$ 10,000 - \$12,499	19		19	1		1	2		2
\$ 12,500 - \$14,999	10		10	1		1			
\$ 15,000 - \$17,499	20		20	1		1			
\$ 17,500 - \$19,999	20		20	1		1			
\$ 20,000 - \$22,499	9		9						
\$ 22,500 - \$24,999	6		6	1		1			
\$ 25,000 - \$29,999	3		3						
\$ 30,000 - \$34,999	1		1						
\$ 35,000 - \$39,999									
\$ 40,000 - \$49,999									
\$ 50,000 and over									
TOTAL NUMBER OF EMPLOYEES	103		103	5		5	3		3

PERMANENT FULL-TIME EMPLOYEES HIRED

Name of Business: BANK OF MONTREAL		Province / Territory (specify) Saskatchewan		Industrial Sector: Chartered Banks And Other Banking-Type Intermed				Form 4 Part A Reporting Period: 1997			
Location	<input type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Province / Territory (specify)	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Occupational Groups											
Senior Managers											
Middle and Other Managers			1	1							
Professionals											
Semi-Professionals and Technicians											
Supervisors											
Supervisors: Crafts and Trades											
Administrative and Senior Clerical Personnel			5	4	1	1	1	1	1		
Skilled Sales and Service Personnel											
Skilled Crafts and Trades Workers											
Clerical Personnel			4	2	2			1	1		
Intermediate Sales and Service Personnel											
Semi-Skilled Manual Workers											
Other Sales and Service Personnel											
Other Manual Workers											
TOTAL NUMBER OF EMPLOYEES HIRED			10	7	3	1	1	2	1	1	

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997								
Location: <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Saskatchewan												
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Occupational Groups												
Senior Managers												
Middle and Other Managers												
Professionals												
Semi-Professionals and Technicians												
Supervisors												
Supervisors: Crafts and Trades												
Administrative and Senior Clerical Personnel												
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Clerical Personnel	29	1	28							1		1
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers												
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES HIRED	29	1	28							1		1

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997					
Location: <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Saskatchewan									
Occupational Groups	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers	1	1							
Middle and Other Managers	3	1	2						
Professionals	4	1	3						
Semi-Professionals and Technicians									
Supervisors	2		2						
Supervisors: Crafts and Trades									
Administrative and Senior Clerical Personnel	49	1	48	2		2	2	2	2
Skilled Sales and Service Personnel									
Skilled Crafts and Trades Workers									
Clerical Personnel	36	3	33	2	1	1		4	4
Intermediate Sales and Service Personnel									
Semi-Skilled Manual Workers									
Other Sales and Service Personnel									
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES PROMOTED	95	7	88	4	1	3	2	6	6
TOTAL NUMBER OF PROMOTIONS	103	7	96	4	1	3	2	6	6

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed						Reporting Period: 1997		
Location		Province / Territory (specify)		Saskatchewan						
		<input checked="" type="checkbox"/> National (Canada)								
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers										
Middle and Other Managers										
Professionals										
Semi-Professionals and Technicians										
Supervisors										
Supervisors: Crafts and Trades										
Administrative and Senior Clerical Personnel		3								
Skilled Sales and Service Personnel										
Skilled Crafts and Trades Workers										
Clerical Personnel		31	4	27	2	1	1	2		2
Intermediate Sales and Service Personnel										
Semi-Skilled Manual Workers										
Other Sales and Service Personnel										
Other Manual Workers										
TOTAL NUMBER OF EMPLOYEES PROMOTED		34	4	30	2	1	1	2		2
TOTAL NUMBER OF PROMOTIONS		40	5	35	3	2	1	2		2

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed				Reporting Period: 1997			
Location	<input type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Province / Territory (specify)	Saskatchewan						
Occupational Groups	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers	1	1							
Middle and Other Managers	4	4							
Professionals	1	1							
Semi-Professionals and Technicians									
Supervisors									
Supervisors: Crafts and Trades									
Administrative and Senior Clerical Personnel	13	4	9	2	1	1			
Skilled Sales and Service Personnel									
Skilled Crafts and Trades Workers									
Clerical Personnel	15	2	13		1	1			
Intermediate Sales and Service Personnel									
Semi-Skilled Manual Workers									
Other Sales and Service Personnel									
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES TERMINATED	34	12	22	2	2	1	1		

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part 8

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed				Reporting Period: 1997					
Location: <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Saskatchewan											
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities			
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
Senior Managers											
Middle and Other Managers											
Professionals											
Semi-Professionals and Technicians											
Supervisors											
Supervisors: Crafts and Trades											
Administrative and Senior Clerical Personnel	2	2									
Skilled Sales and Service Personnel											
Skilled Crafts and Trades Workers											
Clerical Personnel	43	1	42	5	5	1	1	1	1	1	
Intermediate Sales and Service Personnel											
Semi-Skilled Manual Workers											
Other Sales and Service Personnel											
Other Manual Workers											
TOTAL NUMBER OF EMPLOYEES TERMINATED	45	1	44	5	5	1	1	1	1	1	

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Province / Territory (specify) Alberta		Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997				
Location <input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify)		<input type="checkbox"/> Designated CMA (specify)						
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Senior Managers		4	1		1					
		3								
	\$100,000 and over	2	3							
Middle and Other Managers		1	2		2					
	\$100,000 and over	4	2	1	1					
	\$35,000 - \$39,999	3	1	1						
Professionals		2	17	16	1	1	3	3		
	\$100,000 and over	1	223	145	78	6	3	7	9	3
	\$30,000 - \$34,999	4	3	3						
Semi-Professionals and Technicians		3	4	4						
	\$100,000 and over	2	19	18	1	1	2	2	1	1
	\$30,000 - \$34,999	1	147	50	97	1	11	4	8	3
Supervisors		4								
	\$45,000 - \$49,999	3	9	2	7				2	
	\$30,000 - \$34,999	2	4	4			1	1		
Supervisors: Crafts and Trades		1	5							
	\$30,000 - \$34,999	4	6		6					
		3								
Administrative and Senior Clerical Personnel		2								
	\$65,000 - \$69,999	4	4	4						
	\$20,000 - \$24,999	3	42	15	27	1	1		3	1
		2	227	27	200	7	3	4	16	5
		1	363	47	316	6	2	5	49	4

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997										
Location	<input type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Province / Territory (specify) Alberta	<input type="checkbox"/> Designated CMA (specify)											
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
Skilled Sales and Service Personnel		4												
		3												
		2												
		1												
Skilled Crafts and Trades Workers		4												
		3												
		2												
		1												
Clerical Personnel	\$ 45,000 - \$49,999	4	5		5									
		3	32	1	31									
	\$ 15,000 - \$19,999	2	253	26	227	4	1	3	2	9	4			
		1	189	35	154	6	1	5	8	1	7			
Intermediate Sales and Service Personnel	\$ 55,000 - \$59,999	4	1	1										
		3												
		2												
	\$ 55,000 - \$59,999	1												
Semi-Skilled Manual Workers	\$ 30,000 - \$34,999	4	1	1										
		3												
		2												
	\$ 30,000 - \$34,999	1												
Other Sales and Service Personnel		4												
		3												
		2												
		1												
Other Manual Workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			1563	402	1161	33	13	20	59	22	37	160	26	134

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997							
Location: <input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Alberta		<input type="checkbox"/> Designated CMA (specify)							
Occupational Groups	Top and Bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		4									
		3									
		2									
		1									
Middle and Other Managers	\$ 45,000 - \$49,999	4	1		1						
		3									
	\$ 30,000 - \$34,999	2									
		1									
Professionals	\$ 40,000 - \$44,999	4	2	1	1				1		1
		3									
		2									
	\$ 20,000 - \$24,999	1	1		1						
Semi-Professionals and Technicians		4									
		3									
		2									
		1									
Supervisors	\$ 30,000 - \$34,999	4	2		2						
		3									
		2									
	\$ 25,000 - \$29,999	1	1		1						
Supervisors: Crafts and Trades		4									
		3									
		2									
		1									
Administrative and Senior Clerical Personnel	\$ 35,000 - \$39,999	4	11	5	6						1
		3	27	4	23						4
		2	32	3	29				1		1
	Under \$5,000	1	30	8	22				1		1

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1987									
Location <input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Alberta		<input type="checkbox"/> Designated CMA (specify)									
Occupational Groups	Top and bottom of salary range	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
	Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
Skilled Sales and Service Personnel	4												
	3												
	2												
	1												
Skilled Crafts and Trades Workers	4												
	3												
	2												
	1												
Clerical Personnel	4	52		52									
	3	169	13	156	2	2	2	2	9	9			
	2	118	9	109	2	8	6	27	2	26			
	1	36	3	33	1	3	2	10	2	17			
Intermediate Sales and Service Personnel	4												
	3												
	2												
	1												
Semi-Skilled Manual Workers	4												
	3												
	2												
	1												
Other Sales and Service Personnel	4												
	3												
	2												
	1												
Other Manual Workers	4												
	3												
	2												
	1												
TOTAL NUMBER OF EMPLOYEES		483	46	437	5	1	4	15	4	11	69	6	83

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed										Reporting Period: 1997		
Location	<input checked="" type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Province / Territory (specify) Alberta	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
Salary Ranges			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Under \$15,000			8	1	7							1		
\$ 15,000 - \$19,999														
\$ 20,000 - \$24,999			131	22	109	6	2	4	4	1	3	18	2	16
\$ 25,000 - \$29,999			422	65	357	6	1	5	11	2	9	72	8	64
\$ 30,000 - \$34,999			306	28	278	4	1	3	13	2	11	29	3	26
\$ 35,000 - \$37,499			93	7	86	2	1	1	2		2	9	2	7
\$ 37,500 - \$39,999			74	6	68	5	2	3	4	1	3	5		5
\$ 40,000 - \$44,999			114	26	88	1		1	2		2	10	4	6
\$ 45,000 - \$49,999			81	16	65	1	1		3		3	6	1	5
\$ 50,000 - \$59,999			107	52	55	3	1	2	11	8	3	4	1	3
\$ 60,000 - \$69,999			74	50	24	2	1	1	1	1		2	2	
\$ 70,000 - \$84,999			81	67	14	2	2		1	1		2	1	1
\$ 85,000 - \$99,999			36	30	6				4	3	1	1	1	
\$100,000 and over			36	32	4	1	1		3	3		1	1	
TOTAL NUMBER OF EMPLOYEES			1563	402	1161	33	13	20	69	22	37	160	26	134

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed				Reporting Period: 1997			
Location	<input type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Province / Territory (specify)	Alberta				Members of Visible Minorities		
Salary Ranges		All Employees		Aboriginal Peoples		Persons with Disabilities		Total Number	
		Total Number	Men	Women	Total Number	Men	Women	Men	Women
	Under \$5,000	14	3	11				1	1
	\$ 5,000 - \$ 7,499	18	2	16				4	4
	\$ 7,500 - \$ 9,999	27		27	1			3	3
	\$ 10,000 - \$12,499	63	8	55			1	7	7
	\$ 12,500 - \$14,999	73	9	64	2	1	1	11	9
	\$ 15,000 - \$17,499	64	4	60	1		2	9	9
	\$ 17,500 - \$19,999	90	9	81	1		5	12	10
	\$ 20,000 - \$22,499	66	1	65			3	11	11
	\$ 22,500 - \$24,999	34	1	33				8	7
	\$ 25,000 - \$29,999	19	5	14				2	2
	\$ 30,000 - \$34,999	10	2	8				1	1
	\$ 35,000 - \$39,999	3	2	1					
	\$ 40,000 - \$49,999	2		2			1		
	\$ 50,000 and over								
TOTAL NUMBER OF EMPLOYEES		483	46	437	5	1	4	69	63

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1987					
Location: <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Alberta		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Occupational Groups									
Senior Managers									
Middle and Other Managers	11	6	5						
Professionals	7	4	3				1	1	
Semi-Professionals and Technicians									
Supervisors	2		2						
Supervisors: Crafts and Trades									
Administrative and Senior Clerical Personnel	50	22	28				5	4	1
Skilled Sales and Service Personnel									
Skilled Crafts and Trades Workers	1		1						
Clerical Personnel	104	42	62	3	1	2	1	7	5
Intermediate Sales and Service Personnel									
Semi-Skilled Manual Workers									
Other Sales and Service Personnel									
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES HIRED	175	74	101	3	1	2	1	12	6

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed										Reporting Period: 1997	
Location		<input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) Alberta		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Occupational Groups													
Senior Managers													
Middle and Other Managers													
Professionals													
Semi-Professionals and Technicians													
Supervisors													
Supervisors: Crafts and Trades													
Administrative and Senior Clerical Personnel		34	8	26		1		2	1			1	1
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers													
Clerical Personnel		121	28	93	2	1	1	13	3	1		10	
Intermediate Sales and Service Personnel													
Semi-Skilled Manual Workers													
Other Sales and Service Personnel													
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES HIRED		155	38	119	2	1	1	15	4	1		11	

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Name of Business: BANK OF MONTREAL		Chartered Banks And Other Banking-Type Intermed										Form 5 Part A	
Location <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Alberta		Industrial Sector										Reporting Period: 1997	
Occupational Groups		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers													
Middle and Other Managers		59	28	31	3	1	2	2	2		4	1	3
Professionals		55	22	33				3	3	3	6	3	3
Semi-Professionals and Technicians													
Supervisors		16	2	14				1	1	1			
Supervisors: Crafts and Trades													
Administrative and Senior Clerical Personnel		257	39	218	5	3	2	4	2	2	35	4	31
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers													
Clerical Personnel		196	24	172	3		3	5		5	34	2	32
Intermediate Sales and Service Personnel													
Semi-Skilled Manual Workers													
Other Sales and Service Personnel		2		2							1		1
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES PROMOTED		585	115	470	11	4	7	15	4	11	80	10	70
TOTAL NUMBER OF PROMOTIONS		687	133	554	14	6	8	19	5	14	94	11	83

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997					
Location: <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (Specify) Alberta									
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Senior Managers									
Middle and Other Managers									
Professionals		1	1						
Semi-Professionals and Technicians									
Supervisors		1		1					
Supervisors: Crafts and Trades									
Administrative and Senior Clerical Personnel		28	3	25		1	1	2	2
Skilled Sales and Service Personnel									
Skilled Crafts and Trades Workers									
Clerical Personnel		103	6	97	2	1	1	3	1
Intermediate Sales and Service Personnel									
Semi-Skilled Manual Workers									
Other Sales and Service Personnel									
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES PROMOTED		133	10	123	2	1	1	4	1
TOTAL NUMBER OF PROMOTIONS		143	12	131	3	2	1	4	1

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed				Reporting Period: 1997			
Location: <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Alberta									
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers	1	1							
Middle and Other Managers	32	25	7	1	1		1	1	
Professionals	21	12	9	1		1	1	2	1
Semi-Professionals and Technicians									
Supervisors	11	3	8			1	1	1	1
Supervisors: Crafts and Trades									
Administrative and Senior Clerical Personnel	76	18	58	1		1	1	7	5
Skilled Sales and Service Personnel									
Skilled Crafts and Trades Workers									
Clerical Personnel	116	22	94	4	1	3	6	2	4
Intermediate Sales and Service Personnel									
Semi-Skilled Manual Workers									
Other Sales and Service Personnel									
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES TERMINATED	257	81	176	7	2	5	11	4	7
							25	10	15

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed				Reporting Period: 1997						
Location	<input type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Province / Territory (specify) Alberta										
Occupational Groups	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers												
Middle and Other Managers	1		1									
Professionals	4	1	3									
Semi-Professionals and Technicians	1		1	1		1						
Supervisors												
Supervisors: Crafts and Trades												
Administrative and Senior Clerical Personnel	31	8	23							4		4
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Clerical Personnel	192	28	164	3		3	2		2	22	3	19
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers												
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES TERMINATED	229	37	192	4		4	2		2	26	3	23

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Province / Territory (specify)		British Columbia		Industrial Sector		Chartered Banks And Other Banking-Type Intermed		Designated CMA (specify)		Reporting Period: 1997	
Location		<input checked="" type="checkbox"/> National (Canada)		<input type="checkbox"/> Provincial (Canada)		<input type="checkbox"/> Designated CMA (specify)							
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities				
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
Senior Managers		4	1	1									
		3											
		2	2										
	\$100,000 and over	1	7	5	2							1	
Middle and Other Managers		4	15	15			2	2					
		3	61	56	5		2	2					
		2	178	124	54	1	3	3				19	12
	\$30,000 - \$34,999	1	47	21	26	1	4	2				6	3
Professionals		4	1		1								
		3											
		2	37	16	21							1	
	\$35,000 - \$39,999	1	111	30	81	1	5	3				14	4
Semi-Professionals and Technicians		4											
		3											
		2											
		1											
Supervisors		4	5	2	3							1	1
		3	6	1	5								
		2	9	2	7							3	2
	\$30,000 - \$34,999	1	14	2	12		1	1				3	3
Supervisors: Crafts and Trades		4											
		3											
		2											
		1											
Administrative and Senior Clerical Personnel		4	17	9	8							1	1
		3	106	15	91	4	1	3				20	4
		2	445	59	386	11	3	8				101	13
	\$20,000 - \$24,999	1	304	55	248	7	2	5				66	15

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997										
Location: <input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) British Columbia		<input type="checkbox"/> Designated CMA (specify)										
Occupational Groups	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel	4													
	3													
	2													
	1													
Skilled Crafts and Trades Workers	4													
	3													
	2													
	1													
Clerical Personnel	4	9	2	7										
	3	27	4	23										
	2	189	23	166										
	1	306	43	263										
Intermediate Sales and Service Personnel	4	1	1											
	3													
	2													
	1	1	1											
Semi-Skilled Manual Workers	4													
	3													
	2													
	1													
Other Sales and Service Personnel	4													
	3													
	2													
	1													
Other Manual Workers	4													
	3													
	2													
	1													
TOTAL NUMBER OF EMPLOYEES		1899	490	1409	44	11	33	50	17	33	396	80	316	

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997	
Location: <input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) British Columbia		<input type="checkbox"/> Designated CMA (specify)	
Occupational Groups	Top and bottom of salary range	All Employees		Aboriginal Peoples	
		Total Number	Men	Women	Total Number
Skilled Sales and Service Personnel					
Skilled Crafts and Trades Workers					
Clerical Personnel	\$ 40,000 - \$44,999	4	2	2	2
		60	4	56	14
		3		3	2
		2	20	296	12
	Under \$5,000	316	11	9	64
		142	7	7	25
					2
Intermediate Sales and Service Personnel					
Semi-Skilled Manual Workers					
Other Sales and Service Personnel					
Other Manual Workers					
TOTAL NUMBER OF EMPLOYEES		627	57	570	117
			3	17	13
					104

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997							
Location <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify)		British Columbia									
Salary Ranges	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities				
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
Under \$15,000											
\$ 15,000 - \$19,999	4	1	3	1		1					
\$ 20,000 - \$24,999	138	29	109	9	3	6					
\$ 25,000 - \$29,999	427	50	377	10	2	8		2	7		
\$ 30,000 - \$34,999	427	67	360	12	2	10		10	16		
\$ 35,000 - \$37,499	136	18	118	2		2		9	18		
\$ 37,500 - \$39,999	96	17	79	2	1	1		1	5		
\$ 40,000 - \$44,999	161	16	145	4	1	3		4	20		
\$ 45,000 - \$49,999	86	21	65	3	1	2		6	32		
\$ 50,000 - \$55,999	163	74	89					1	13		
\$ 60,000 - \$69,999	107	61	46					4	20		
\$ 70,000 - \$84,999	97	82	15		1			1	10		
\$ 85,000 - \$99,999	27	27						4	12		
\$100,000 and over	30	27	3					1	8		
TOTAL NUMBER OF EMPLOYEES		1899	490	1409	44	11	33	50	396	80	316

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997						
Location		<input checked="" type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) British Columbia						
Salary Ranges		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Under \$5,000		41	15	26	1		1	11	5	6
\$ 5,000 - \$ 7,499		18	3	15	1		1	2	1	1
\$ 7,500 - \$ 9,999		28	1	27	3		2	4		4
\$ 10,000 - \$12,499		55	4	51	2		1	11	2	9
\$ 12,500 - \$14,999		82	3	79	2			9		9
\$ 15,000 - \$17,499		107	7	100	6	2	1	14	1	13
\$ 17,500 - \$19,999		88	7	81	2		2	20	2	18
\$ 20,000 - \$22,499		99	7	92	2	1		3		24
\$ 22,500 - \$24,999		47	1	46			1	11	1	10
\$ 25,000 - \$29,999		35	4	31				8		8
\$ 30,000 - \$34,999		15	5	10			1	1	1	
\$ 35,000 - \$39,999		7		7						
\$ 40,000 - \$49,999		4		4	1			1		1
\$ 50,000 and over		1		1						
TOTAL NUMBER OF EMPLOYEES		627	57	570	20	3	17	117	13	104

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed				Reporting Period: 1997					
Location	<input type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Province / Territory (specify)	British Columbia		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Occupational Groups											
Senior Managers											
Middle and Other Managers											
Professionals											
Semi-Professionals and Technicians											
Supervisors											
Supervisors: Crafts and Trades											
Administrative and Senior Clerical Personnel			9	5	4				4	1	3
Skilled Sales and Service Personnel											
Skilled Crafts and Trades Workers											
Clerical Personnel			81	20	61	2	2	1	12	2	10
Intermediate Sales and Service Personnel											
Semi-Skilled Manual Workers											
Other Sales and Service Personnel											
Other Manual Workers											
TOTAL NUMBER OF EMPLOYEES HIRED			90	25	65	2	2	1	16	3	13

Name of Business: BANK OF MONTREAL										Industrial Sector: Chartered Banks And Other Banking-Type Intermed				Reporting Period: 1987	
Location		<input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify)		British Columbia											
Occupational Groups				All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
				Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
Senior Managers				2	2										
Middle and Other Managers				44	33	11					8	6	2		
Professionals				20	11	9			2		2	2			
Semi-Professionals and Technicians															
Supervisors				9	1	8					1		1		
Supervisors: Crafts and Trades															
Administrative and Senior Clerical Personnel				82	22	60	4	1	3	1		19	7	12	
Skilled Sales and Service Personnel															
Skilled Crafts and Trades Workers															
Clerical Personnel				93	15	78	4		4	3		15	2	13	
Intermediate Sales and Service Personnel															
Semi-Skilled Manual Workers															
Other Sales and Service Personnel															
Other Manual Workers															
TOTAL NUMBER OF EMPLOYEES TERMINATED				250	84	166	8	1	7	8		45	17	26	

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed				Reporting Period: 1997			
Location		<input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify) British Columbia					
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers									
Middle and Other Managers	1		1						
Professionals	2		2						
Semi-Professionals and Technicians									
Supervisors									
Supervisors: Crafts and Trades									
Administrative and Senior Clerical Personnel	19	10	9				2	1	1
Skilled Sales and Service Personnel									
Skilled Crafts and Trades Workers									
Clerical Personnel	167	32	135	10	5	5	14	8	6
Intermediate Sales and Service Personnel									
Semi-Skilled Manual Workers									
Other Sales and Service Personnel									
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES TERMINATED	169	42	147	10	5	5	14	8	6
							30	7	23

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997										
Location <input type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)		<input checked="" type="checkbox"/> Designated CMA (specify) Halifax												
Occupational Groups	Top and bottom of salary range	Quarter	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel		4												
		3												
		2												
		1												
Skilled Crafts and Trades Workers		4												
		3												
		2												
		1												
Clerical Personnel	\$ 40,000 - \$44,999	4	9	1	8									
		3	15	1	14									
		2	30	2	28	1		1			1			
		1	32	5	27			1			1			
Intermediate Sales and Service Personnel		4												
		3												
		2												
		1												
Semi-Skilled Manual Workers		4												
		3												
		2												
		1												
Other Sales and Service Personnel		4												
		3												
		2												
		1												
Other Manual Workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			232	54	178	1	1	4	1	3	11	2	9	

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997								
Location: <input type="checkbox"/> National (Canada)		Province / Territory (specify) <input type="checkbox"/>		Designated CMA (specify) <input checked="" type="checkbox"/> Halifax								
Occupational Groups	Top and bottom of salary range	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities				
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
Skilled Sales and Service Personnel	4											
	3											
	2											
	1											
Skilled Crafts and Trades Workers	4											
	3											
	2											
	1											
Clerical Personnel	4	13			1							
	3	15			1							
	2	8			1							
	1	2										
Intermediate Sales and Service Personnel	4											
	3											
	2											
	1											
Semi-Skilled Manual Workers	4											
	3											
	2											
	1											
Other Sales and Service Personnel	4											
	3											
	2											
	1											
Other Manual Workers	4											
	3											
	2											
	1											
TOTAL NUMBER OF EMPLOYEES		47	2	45	3		3	1		1	3	3

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Location: <input type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Designated CMA (specify)		Reporting Period: 1997			
Occupational Groups		Top and of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
				Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Senior Managers			4	1	1			1			
			3	1	1						
			2	2							
		\$100,000 and over	2	7	6	1		1		1	
Middle and Other Managers			4	1	1						
		\$100,000 and over	3								
		\$30,000 - \$34,999	2	46	40	6		1	1	2	2
			1	329	195	134		2	1	3	11
Professionals			4	2	2						
		\$100,000 and over	3	3	2	1					
		\$30,000 - \$34,999	2	13	7	6		1	1	2	1
			1	330	146	184		2	1	3	19
Semi-Professionals and Technicians		\$45,000 - \$49,999	4	1		1					
			3								
		\$45,000 - \$49,999	2								
			1	1		1					
Supervisors		\$50,000 - \$54,999	4	18	6	12		1	1	1	1
			3	36	13	23		1		6	3
			2	35	5	30		1		2	2
		\$25,000 - \$29,999	1	16	6	10				2	1
Supervisors: Crafts and Trades			4								
			3								
			2								
			1								
Administrative and Senior Clerical Personnel		\$65,000 - \$69,999	4	10	5	5					
			3	78	18	60			1	4	4
			2	554	110	444		10	2	6	16
		\$20,000 - \$24,999	1	515	129	386		13	7	7	57

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1987										
Location: <input type="checkbox"/> National (Canada)		<input type="checkbox"/> Province / Territory (specify)		<input checked="" type="checkbox"/> Designated CMA (specify) Montreal										
Occupational Groups		Top and bottom of salary range		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities				
		Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
Skilled Sales and Service Personnel		4												
		3												
		2												
		1												
Skilled Crafts and Trades Workers		4												
		3												
		2												
		1												
Clerical Personnel	\$ 45,000 - \$49,999	4	27	16	11	1	2	2	2	2	2			
		3	90	18	72	2	2	2	2	2	2			
	\$ 16,000 - \$19,999	2	580	123	457	2	10	5	12	23	71			
		1	156	32	124	5	1	3	2	27	22			
Intermediate Sales and Service Personnel	\$ 60,000 - \$64,999	4	5	5										
		3												
	\$ 25,000 - \$29,999	2												
		1	9	3	6									
Semi-Skilled Manual Workers	\$ 30,000 - \$34,999	4	2	2										
		3												
	\$ 25,000 - \$29,999	2												
		1	1	1										
Other Sales and Service Personnel	\$ 30,000 - \$34,999	4	3	3										
		3	1	1										
	\$ 25,000 - \$29,999	2												
		1	4	4						1	1			
Other Manual Workers	\$ 30,000 - \$34,999	4	1	1										
		3												
	\$ 30,000 - \$34,999	2												
		1												
TOTAL NUMBER OF EMPLOYEES			2878	904	1974	48	15	33	52	21	31	328	98	231

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997								
Location	<input type="checkbox"/> National (Canada)	<input type="checkbox"/> Province / Territory (specify)	<input checked="" type="checkbox"/> Designated CMA (specify)	Montreal								
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities			
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
Skilled Sales and Service Personnel		4										
		3										
		2										
		1										
Skilled Crafts and Trades Workers		4										
		3										
		2										
		1										
Clerical Personnel	\$ 35,000 - \$39,999	4	2			2						
		3	12	12		4			21	3	18	
		2	259	33	226	5	1	4	26	6	19	
	Under \$5,000	1	125	39	86	3		1	4	1	3	
Intermediate Sales and Service Personnel		4										
		3										
		2										
		1										
Semi-Skilled Manual Workers		4										
		3										
		2										
		1										
Other Sales and Service Personnel		4										
		3										
		2										
		1										
Other Manual Workers		4										
		3										
		2										
		1										
TOTAL NUMBER OF EMPLOYEES			692	110	592	17	1	16	9	3	6	47

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed										Reporting Period: 1997	
Location		<input type="checkbox"/> National (Canada)		<input type="checkbox"/> Province / Territory (specify)		<input checked="" type="checkbox"/> Designated CMA (specify)		Toronto		Members of Visible Minorities			
Occupational Groups		Top and of salary range		Quarter		All Employees		Aboriginal Peoples		Persons with Disabilities		Total Number	
						Men Women		Men Women		Men Women		Men Women	
Senior Managers		4	1	1									
		3	5	5									
		2	15	13	2								
	\$100,000 and over	1	147	102	45	2	2	3	9	7	2		
Middle and Other Managers		4	2	2									
		3	3	1	2								
		2	54	45	9								
	\$30,000 - \$34,999	1	1638	968	670	6	3	47	240	125	116		
Professionals		4	2	1	1								
		3	3	3									
		2	4	4									
	\$20,000 - \$24,999	1	2089	1095	994	17	9	53	566	296	270		
Semi-Professionals and Technicians		4	3	3									
		3	9	4	5								
		2	2	2	2								
	\$30,000 - \$34,999	1	3	3									
Supervisors		4	7	1	6								
		3	52	8	44	1							
		2	70	20	50								
	\$25,000 - \$29,999	1	56	14	42	1	1		2	1	2	1	1
Supervisors: Crafts and Trades		4	1	1									
		3											
		2											
	\$40,000 - \$44,999	1	1	1									
Administrative and Senior Clerical Personnel		4	11	8	3								
		3	102	36	66	3	3		2	2	7	16	
		2	1198	251	947	17	3	14	15	8	379	329	
	\$15,000 - \$19,999	1	796	241	555	19	5	14	16	7	63	159	

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed										Reporting Period: 1997					
Location		<input type="checkbox"/> National (Canada)		<input type="checkbox"/> Province / Territory (specify)		<input checked="" type="checkbox"/> Designated CMA (specify)		Toronto		Members of Visible Minorities							
Occupational Groups		Top and bottom of salary range		Quarter		All Employees		Aboriginal Peoples		Persons with Disabilities		Total Number		Men		Women	
						Total Number		Men		Women		Total Number		Men		Women	
Skilled Sales and Service Personnel		\$ 30,000 - \$34,999	4	1	1												
			3														
			2														
		\$ 30,000 - \$34,999	1														
Skilled Crafts and Trades Workers		\$ 55,000 - \$59,999	4	1	1												
			3														
			2														
		\$ 30,000 - \$34,999	1														
Clerical Personnel		\$ 50,000 - \$54,999	4	34	5	29											
			3	207	48	159											
			2	798	156	642	14	2	12	23	7	16					
		\$ 15,000 - \$19,999	1	324	110	214	13	7	6	14	7	7					
Intermediate Sales and Service Personnel		\$ 60,000 - \$64,999	4	3	3												
			3	1	1												
			2	1	1	1											
		\$ 30,000 - \$34,999	1	13	7	6											
Semi-Skilled Manual Workers		\$ 35,000 - \$39,999	4	2	2												
			3	3	3												
			2	1	1												
		\$ 25,000 - \$29,999	1	1	1	1											
Other Sales and Service Personnel		\$ 60,000 - \$64,999	4	3	3												
			3	2	2												
			2	2	2												
		\$ 25,000 - \$29,999	1	10	7	3	1	1	1	1	1	4					
Other Manual Workers		\$ 35,000 - \$39,999	4	1	1												
			3														
			2														
		\$ 35,000 - \$39,999	1	1	1												
TOTAL NUMBER OF EMPLOYEES			7684	3181	4503	94	31	63	189	106	83	2099	743			1356	

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997							
Location <input type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)		<input checked="" type="checkbox"/> Designated CMA (specify)		Toronto							
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		4									
		3									
		2									
		1									
Middle and Other Managers	\$ 80,000 - \$84,999	4	4		4						
		3	9		9						
		2	5		5				1		
	\$ 20,000 - \$24,999	1	2		2						
Professionals	\$100,000 and over	4	1		1						
		3	1		1						
		2	1		1						
	\$ 20,000 - \$24,999	1	22		22				1		
Semi-Professionals and Technicians	\$ 35,000 - \$39,999	4	1		1						
		3	1		1						
		2									
	\$ 25,000 - \$29,999	1	1		1						
Supervisors	\$ 35,000 - \$39,999	4	2		2				1		
		3	1		1						
		2									
	\$ 10,000 - \$14,999	1	2		1						
Supervisors: Crafts and Trades		4									
		3									
		2									
		1									
Administrative and Senior Clerical Personnel	\$ 35,000 - \$39,999	4	25	3	22				1		4
		3	59	14	45	5	1	1	7		2
		2	75	19	56				1		3
	\$ 5,000 - \$ 9,999	1	44	11	33	1	1	1	15		12
									8		6

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed										Reporting Period: 1987				
Location <input type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)		All Employees				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities		
Occupational Groups		Top and bottom 10% of salary range		Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel				4												
				3												
				2												
				1												
Skilled Crafts and Trades Workers				4												
				3												
				2												
				1												
Clerical Personnel	\$ 30,000 - \$34,999			4	27	2	25							8		8
				3	131	25	106	2			2	1		25	6	19
	Under \$5,000			2	191	42	149	3			3	2		53	16	37
				1	125	30	95	4			3			42	14	28
Intermediate Sales and Service Personnel	\$ 20,000 - \$24,999			4	2	1	1									
				3												
				2												
	\$ 10,000 - \$14,999			1	1		1									
Semi-Skilled Manual Workers				4												
				3												
				2												
				1												
Other Sales and Service Personnel				4												
				3												
				2												
				1												
Other Manual Workers				4												
				3												
				2												
				1												
TOTAL NUMBER OF EMPLOYEES				743	149	594	15	2	13	11	4	7	165	41	124	

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997										
Location	<input type="checkbox"/> National (Canada)	<input type="checkbox"/> Province / Territory (specify)	<input checked="" type="checkbox"/> Designated CMA (specify) Winnipeg											
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
Skilled Sales and Service Personnel		4												
		3												
		2												
		1												
Skilled Crafts and Trades Workers		4												
		3												
		2												
		1												
Clerical Personnel	\$ 45,000 - \$49,999	4	2	1	1									
		3	16	1	15									
	\$ 15,000 - \$19,999	2	62	2	60	4	4		7	1	6			
		1	77	5	72	9	2	2	11	1	10			
Intermediate Sales and Service Personnel		4												
		3												
		2												
		1												
Semi-Skilled Manual Workers		4												
		3												
		2												
		1												
Other Sales and Service Personnel		4												
		3												
		2												
		1												
Other Manual Workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			364	64	300	17	1	16	4	2	2	27	4	23

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997							
Location: <input type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)		<input checked="" type="checkbox"/> Designated CMA (specify) Winnipeg									
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		4									
		3									
		2									
		1									
Middle and Other Managers		4									
		3									
		2									
		1									
Professionals		4									
		3									
		2									
		1									
Semi-Professionals and Technicians		4									
		3									
		2									
		1									
Supervisors		4									
		3									
		2									
		1									
Supervisors: Crafts and Trades		4									
		3									
		2									
		1									
Administrative and Senior Clerical Personnel	\$ 35,000 - \$39,999	4	1								
		3									
		2	7								
	\$ 10,000 - \$14,999	1	5								

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997							
Location <input type="checkbox"/> National (Canada)		<input type="checkbox"/> Province / Territory (specify)		<input checked="" type="checkbox"/> Designated CMA (specify) Winnipeg							
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel		4									
		3									
		2									
		1									
Skilled Crafts and Trades Workers		4									
		3									
		2									
		1									
Clerical Personnel	\$ 20,000 - \$24,999	4	20	1	19						
		3	38	2	36				2		2
		2	21	1	20				5		5
	Under \$5,000	1	10	1	9				1		1
Intermediate Sales and Service Personnel		4									
		3									
		2									
		1									
Semi-Skilled Manual Workers		4									
		3									
		2									
		1									
Other Sales and Service Personnel		4									
		3									
		2									
		1									
Other Manual Workers		4									
		3									
		2									
		1									
TOTAL NUMBER OF EMPLOYEES			102	5	97	3			3	8	8

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business		Industrial Sector:		Reporting Period: 1997									
BANK OF MONTREAL		Chartered Banks And Other Banking-Type Intermed											
Location	<input type="checkbox"/> National (Canada)	<input type="checkbox"/> Province / Territory (specify)	<input checked="" type="checkbox"/> Designated CMA (specify)	Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
Occupational Groups	Top and bottom of salary range	Quarter		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
Senior Managers		4											
		3											
		2											
	\$100,000 and over	1		1									
Middle and Other Managers		4		3	3								
	\$85,000 - \$89,999	3		5	5								
		2		4	4								
	\$50,000 - \$54,999	1		2	2								
Professionals		4		2	1	1							
	\$50,000 - \$54,999	3		4	4								
		2											
	\$35,000 - \$39,999	1		3		3							
Semi-Professionals and Technicians		4											
		3											
		2											
		1		1		1							
Supervisors		4		1		1							
	\$35,000 - \$39,999	3											
		2											
	\$35,000 - \$39,999	1											
Supervisors: Crafts and Trades		4											
		3											
		2											
		1											
Administrative and Senior Clerical Personnel		4		8	2	4							
	\$50,000 - \$54,999	3		7	1	6							
		2		13	1	12							
	\$25,000 - \$29,999	1		15	1	14	1				1		

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997							
Location	<input type="checkbox"/> National (Canada)	<input type="checkbox"/> Province / Territory (specify)	<input checked="" type="checkbox"/> Designated CMA (specify) Regina								
Occupational Groups	Top and bottom range of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel		4									
		3									
		2									
		1									
Skilled Crafts and Trades Workers		4									
		3									
		2									
		1									
Clerical Personnel	\$ 35,000 - \$39,999	4	5								
		3	5								
		2	12								
		1	5	1			1			1	
Intermediate Sales and Service Personnel		4									
		3									
		2									
		1									
Semi-Skilled Manual Workers		4									
		3									
		2									
		1									
Other Sales and Service Personnel		4									
		3									
		2									
		1									
Other Manual Workers		4									
		3									
		2									
		1									
TOTAL NUMBER OF EMPLOYEES			93	22	71	1	1	1	1	1	1

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

[illegible]

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997											
Location: <input type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)		<input checked="" type="checkbox"/> Designated CMA (specify) Regina													
Occupational Groups	Top and bottom of salary range	Quarter	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
Skilled Sales and Service Personnel		4													
		3													
	2														
Skilled Crafts and Trades Workers		1													
		4													
	3														
Clerical Personnel		2													
		1													
	\$ 25,000 - \$29,999	4	3			1									
Intermediate Sales and Service Personnel		2	12												
		1	2												
	Under \$5,000	3	9			1									
Semi-Skilled Manual Workers		4													
		3													
	2														
Other Sales and Service Personnel		1													
		4													
	3														
Other Manual Workers		2													
		1													
	4														
TOTAL NUMBER OF EMPLOYEES			28			28			2			2			1

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997						
Location <input type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)		<input checked="" type="checkbox"/> Designated CMA (specify) Edmonton								
Occupational Groups	Top and bottom of salary range	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
	Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		1	1							
		3								
	\$100,000 and over	1	1					1	1	
Middle and Other Managers		6	6							
		11	10			2	2			
	\$100,000 and over	2	20	4				1	1	
	\$35,000 - \$39,999	1	19	7	12	1	1	1	2	1
Professionals		1	1							
		8	3	5						
	\$85,000 - \$89,999	2	12	5	7	2	2	2	2	
	\$30,000 - \$34,999	1	13	1	12	1	1	1	2	2
Semi-Professionals and Technicians										
		3								
		2								
Supervisors										
		4	2	1	1					
	\$45,000 - \$49,999	3								
	\$30,000 - \$34,999	2	4		4					
Supervisors: Crafts and Trades										
		4								
		3								
		1								
Administrative and Senior Clerical Personnel		1	1							
		7	3							
	\$65,000 - \$69,999	3		4	1	1		1	1	1
	\$20,000 - \$24,999	2	47	6	41	2	1	2	2	1
	1	83	10	73	3	1	2	16	2	14

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Designated CMA (specify) Edmonton										Reporting Period: 1987	
Location <input type="checkbox"/> National (Canada)		<input type="checkbox"/> Province / Territory (specify)		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
Occupational Groups	Top and bottom of salary range	Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
Skilled Sales and Service Personnel		4													
		3													
		2													
		1													
Skilled Crafts and Trades Workers		4													
		3													
		2													
		1													
Clerical Personnel	\$ 35,000 - \$39,999	4	8		8										
		3	20	1	19										
		2	52	3	49										
	\$ 15,000 - \$19,999	1	24	5	19										
Intermediate Sales and Service Personnel		4													
		3													
		2													
		1													
Semi-Skilled Manual Workers		4													
		3													
		2													
		1													
Other Sales and Service Personnel		4													
		3													
		2													
		1													
Other Manual Workers		4													
		3													
		2													
		1													
TOTAL NUMBER OF EMPLOYEES			344	85	259	10	3	7	11	2	9	44	6	38	

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Form 2 Part B							
Location <input type="checkbox"/> National (Canada)		<input type="checkbox"/> Province / Territory (specify)		Reporting Period: 1997							
Occupational Groups		All Employees		Designated CMA (specify)		Edmonton		Members of Visible Minorities			
Top and bottom of salary range		Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		4									
		3									
		2									
		1									
Middle and Other Managers		4									
		3									
		2									
		1									
Professionals		4									
		3									
		2									
		1									
Semi-Professionals and Technicians		4									
		3									
		2									
		1									
Supervisors	\$ 25,000 - \$29,999	4	1		1						
		3									
	\$ 25,000 - \$29,999	2									
		1									
Supervisors: Crafts and Trades		4									
		3									
		2									
		1									
Administrative and Senior Clerical Personnel	\$ 35,000 - \$39,999	4	8	3	5						
		3	6	2	4						
		2	4		4						
	Under \$5,000	1	1		1						

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A
Reporting Period: 1997

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Designated CMA (specify) Calgary							
Location <input type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities			
Occupational Groups	Top and bottom of salary range	Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		4	1		1						
		3									
	\$100,000 and over	2	2		2						
		1									
Middle and Other Managers		4	2	1	1						
	\$100,000 and over	3	1	1							
	\$40,000 - \$44,999	2	11	10	1	1	1				
		1	123	72	51	2	1	7	6	1	3
Professionals		4	3	3							
	\$100,000 and over	3	3	3							
	\$30,000 - \$34,999	2	10	10			1	1		1	
		1	86	26	60		4	1	3	6	3
Semi-Professionals and Technicians		4									
		3									
		2									
		1									
Supervisors		4	7	1	6						
	\$45,000 - \$49,999	3	2	2					2		2
	\$30,000 - \$34,999	2	3		3		1		1		
		1	6		6						
Supervisors: Crafts and Trades		4									
		3									
		2									
		1									
Administrative and Senior Clerical Personnel		4	10	6	4						
	\$60,000 - \$64,999	3	32	8	24				1		1
	\$20,000 - \$24,999	2	122	11	111	1	1	1	13	3	10
		1	168	31	137	2	1	5	2	26	2

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997							
Location		Province / Territory (specify)		Designated CMA (specify)							
Occupational Groups		All Employees		Aboriginal Peoples							
National (Canada)		Total Number		Total Number							
Top and Bottom of salary range		Men		Men							
		Women		Women							
Quarter		Total Number		Total Number							
Men		Men		Men							
Women		Women		Women							
Members of Visible Minorities		Total Number		Total Number							
		Men		Men							
		Women		Women							
Senior Managers		4									
		3									
		2									
		1									
Middle and Other Managers	\$ 45,000 - \$49,999	4	1								
		3									
	\$ 30,000 - \$34,999	2									
		1									
Professionals	\$ 35,000 - \$39,999	4	1								
		3									
	\$ 20,000 - \$24,999	2									
		1									
Semi-Professionals and Technicians		4									
		3									
		2									
		1									
Supervisors	\$ 30,000 - \$34,999	4	1								
		3									
	\$ 30,000 - \$34,999	2									
		1									
Supervisors: Crafts and Trades		4									
		3									
		2									
		1									
Administrative and Senior Clerical Personnel	\$ 35,000 - \$39,999	4	5	3	2						
		3	10	1	9						
		2	23	3	20						
	Under \$5,000	1	29	8	21						

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997									
Location: <input type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)		<input checked="" type="checkbox"/> Designated CMA (specify) Calgary											
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities				
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
Skilled Sales and Service Personnel		4											
		3											
		2											
		1											
Skilled Crafts and Trades Workers		4											
		3											
		2											
		1											
Clerical Personnel	\$ 25,000 - \$29,999	4	31		31								
		3	68		10								
		2	67	7	60	2	5	2	13	1	12		
	Under \$5,000	1	27	2	25	1	2	1	17	2	16		
Intermediate Sales and Service Personnel		4											
		3											
		2											
		1											
Semi-Skilled Manual Workers		4											
		3											
		2											
		1											
Other Sales and Service Personnel		4											
		3											
		2											
		1											
Other Manual Workers		4											
		3											
		2											
		1											
TOTAL NUMBER OF EMPLOYEES			265	35	230	3	3	9	4	5	81	4	47

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Province / Territory (specify)		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997					
Location <input type="checkbox"/> National (Canada)		<input type="checkbox"/> Designated CMA (specify)		Vancouver							
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		4	1	1							
		3									
	\$100,000 and over	2	2	2							
		1	4	2	2				1		1
Middle and Other Managers		4	13	13			1	1			
		3	38	35			1	1	2	2	
	\$100,000 and over	2	108	75	33	1	1	1	18	11	7
	\$ 30,000 - \$34,999	1	28	10	18		3	1	4	1	3
Professionals		4	1	1							
	\$100,000 and over	3									
		2	13	7	6						
	\$ 35,000 - \$39,999	1	80	24	56	1	1	2	13	4	9
Semi-Professionals and Technicians		4									
		3									
		2									
		1									
Supervisors		4	5	2	3				1		1
	\$ 50,000 - \$54,999	3	6	1	5						
		2	8	2	6				3	2	1
	\$ 30,000 - \$34,999	1	7	2	5		1	1	2		2
Supervisors: Crafts and Trades		4									
		3									
		2									
		1									
Administrative and Senior Clerical Personnel		4	9	3	6						
	\$ 65,000 - \$69,999	3	43	10	33	1		1	12	4	8
		2	213	29	184	5	1	4	74	11	63
	\$ 20,000 - \$24,999	1	234	52	182	7	2	5	80	14	66

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997										
Location	<input type="checkbox"/> National (Canada)	<input type="checkbox"/> Province / Territory (specify)	<input checked="" type="checkbox"/> Designated CMA (specify)		Vancouver									
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
Skilled Sales and Service Personnel		4												
		3												
		2												
		1												
Skilled Crafts and Trades Workers		4												
		3												
		2												
		1												
Clerical Personnel	\$ 50,000 - \$54,999	4	9	2	7					1	1			
		3	25	4	21					5	2			
		2	153	22	131	4	5	5	6	72	9			
	\$ 15,000 - \$19,999	1	212	39	173	9	7	1	6	76	12			
Intermediate Sales and Service Personnel	\$ 55,000 - \$59,999	4	1	1										
		3												
		2												
	\$ 55,000 - \$59,999	1	1	1										
Semi-Skilled Manual Workers		4												
		3												
		2												
		1												
Other Sales and Service Personnel		4												
		3												
		2												
		1												
Other Manual Workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			1214	339	875	28	8	20	31	10	21	365	73	292

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL		Industrial Sector: Chartered Banks And Other Banking-Type Intermed		Reporting Period: 1997										
Location: <input type="checkbox"/> National (Canada)		Province / Territory (specify) <input type="checkbox"/>		Designated CMA (specify) <input checked="" type="checkbox"/> Vancouver										
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
Skilled Sales and Service Personnel		4												
		3												
		2												
		1												
Skilled Crafts and Trades Workers		4												
		3												
		2												
		1												
Clerical Personnel	\$ 40,000 - \$44,999	4	2	2										
		3	36	4										
		2	159	17										
	Under \$5,000	1	95	20										
Intermediate Sales and Service Personnel		4												
		3												
		2												
		1												
Semi-Skilled Manual Workers		4												
		3												
		2												
		1												
Other Sales and Service Personnel		4												
		3												
		2												
		1												
Other Manual Workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			357	53	304	10	3	7	14	4	10	100	13	87

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**1998: Annual Employer's Report
For the year ending December 1997
Employment Equity Act**

**1998 : Rapport annuel de l'employeur
pour l'année se terminant en décembre 1997
Loi sur l'équité en matière d'emploi**

TNT Canada Inc

RÉVISÉ/REVISED

TNT CANADA INC.

EXECUTIVE SUMMARY

During calendar year 1997 TNT Canada experienced significant organizational changes that included a management buy out representing approximately one half of our total business revenue.

This transaction was directly attributable to the purchase of TNT Limited by KPN during 1996 and the resultant rationalization of businesses deemed to be "non-core".

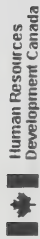
While TNT Canada has successfully divested itself of significant non-core business, the remaining business continues to grow aggressively, growing organically during 1997 at more than thirty five percent. These changes have been very challenging for the senior management, managing both the divestitures of companies while simultaneously managing the explosive customer growth.

In addition to this re-organization, we are working towards rationalizing all of the North American TNT entities including Express Worldwide and Mailfast, which are both, headquartered in New York. We have now established a North American "synergy" team comprised of members from all of these businesses and this team is focused on human resource issues including employment equity activities.

There are many human resource initiatives that we are targeting for resolution and implementation during January of 1998 to coincide with the legal requirement for changes to occur with the beginning of a new calendar year. (i.e. pensions & benefits)

As we move forward with stabilizing our organization in preparation for continued successful growth and development, we will be placing further emphasis on employment equity ensuring compliance for our future.

NAME OF EMPLOYER		FULL LEGAL NAME (1) TNT CANADA INC		COMMON OR BUSINESS NAME (2) TNT CANADA INC	
ADDRESS		ADDRESS OF PRINCIPAL PLACE OF BUSINESS (3) 5800 AMBLER DRIVE SUITE 210		MAILING ADDRESS (4) 5800 AMBLER DRIVER SUITE 210	
OFFICERS _____ POSITION		MISSISSAUGA, ONTARIO For L4W4J4 NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER (5) D.J. DAVIDSON		MISSISSAUGA, ONTARIO Ont L4W4J4 NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY (7) PATTY DOUGLAS	
		POSITION TITLE (6) CEO & PRESIDENT		POSITION TITLE (8) PAYROLL & BENEFITS SUPVRS	
		INDUSTRIAL SECTOR 1		AREA CODE (905) 212-6412	
		INDUSTRIAL SECTOR 2		(9) 17	
		INDUSTRIAL SECTOR 3		(18) PROVINCES/TERRITORIES	
		INDUSTRIAL SECTOR 4		(19) TOTAL EMPLOYEES IN CANADA	
		INDUSTRIAL SECTOR 5		1356	
		INDUSTRIAL SECTOR 6		1356	
		INDUSTRIAL SECTOR 7		1356	
		INDUSTRIAL SECTOR 8		1356	
		INDUSTRIAL SECTOR 9		1356	
		INDUSTRIAL SECTOR 10		1356	
		INDUSTRIAL SECTOR 11		1356	
		INDUSTRIAL SECTOR 12		1356	
		INDUSTRIAL SECTOR 13		1356	
		INDUSTRIAL SECTOR 14		1356	
		INDUSTRIAL SECTOR 15		1356	
		INDUSTRIAL SECTOR 16		1356	
		INDUSTRIAL SECTOR 17		1356	
		INDUSTRIAL SECTOR 18		1356	
		INDUSTRIAL SECTOR 19		1356	
		INDUSTRIAL SECTOR 20		1356	
		INDUSTRIAL SECTOR 21		1356	
		INDUSTRIAL SECTOR 22		1356	
		INDUSTRIAL SECTOR 23		1356	
		INDUSTRIAL SECTOR 24		1356	
		INDUSTRIAL SECTOR 25		1356	
		INDUSTRIAL SECTOR 26		1356	
		INDUSTRIAL SECTOR 27		1356	
		INDUSTRIAL SECTOR 28		1356	
		INDUSTRIAL SECTOR 29		1356	
		INDUSTRIAL SECTOR 30		1356	
		INDUSTRIAL SECTOR 31		1356	
		INDUSTRIAL SECTOR 32		1356	
		INDUSTRIAL SECTOR 33		1356	
		INDUSTRIAL SECTOR 34		1356	
		INDUSTRIAL SECTOR 35		1356	
		INDUSTRIAL SECTOR 36		1356	
		INDUSTRIAL SECTOR 37		1356	
		INDUSTRIAL SECTOR 38		1356	
		INDUSTRIAL SECTOR 39		1356	
		INDUSTRIAL SECTOR 40		1356	
		INDUSTRIAL SECTOR 41		1356	
		INDUSTRIAL SECTOR 42		1356	
		INDUSTRIAL SECTOR 43		1356	
		INDUSTRIAL SECTOR 44		1356	
		INDUSTRIAL SECTOR 45		1356	
		INDUSTRIAL SECTOR 46		1356	
		INDUSTRIAL SECTOR 47		1356	
		INDUSTRIAL SECTOR 48		1356	
		INDUSTRIAL SECTOR 49		1356	
		INDUSTRIAL SECTOR 50		1356	
		INDUSTRIAL SECTOR 51		1356	
		INDUSTRIAL SECTOR 52		1356	
		INDUSTRIAL SECTOR 53		1356	
		INDUSTRIAL SECTOR 54		1356	
		INDUSTRIAL SECTOR 55		1356	
		INDUSTRIAL SECTOR 56		1356	
		INDUSTRIAL SECTOR 57		1356	
		INDUSTRIAL SECTOR 58		1356	
		INDUSTRIAL SECTOR 59		1356	
		INDUSTRIAL SECTOR 60		1356	
		INDUSTRIAL SECTOR 61		1356	
		INDUSTRIAL SECTOR 62		1356	
		INDUSTRIAL SECTOR 63		1356	
		INDUSTRIAL SECTOR 64		1356	
		INDUSTRIAL SECTOR 65		1356	
		INDUSTRIAL SECTOR 66		1356	
		INDUSTRIAL SECTOR 67		1356	
		INDUSTRIAL SECTOR 68		1356	
		INDUSTRIAL SECTOR 69		1356	
		INDUSTRIAL SECTOR 70		1356	
		INDUSTRIAL SECTOR 71		1356	
		INDUSTRIAL SECTOR 72		1356	
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		INDUSTRIAL SECTOR 74		1356	
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OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

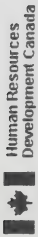
Form 2 Part A

Name of Business		Industrial Sector		Truck Transport Industries		Province / Territory (specify)		Designated CMA (specify)		Reporting Period					
Location		National (Canada)		Top and bottom of salary range		Quarter		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
		<input checked="" type="checkbox"/> National (Canada)						Total Number		Men		Women		Total Number	
Occupational Groups								Total Number		Men		Women		Total Number	
Senior Managers						4		1							
	\$100,000 and over			3		4		4							
	\$55,000 - \$59,999			2		6		6							
				1		10		8							
Middle and Other Managers				4		1		1							
	\$100,000 and over			3		4		4							
	\$25,000 - \$29,999			2		28		28							
				1		131		109							
Professionals				4											
				3											
				2											
				1											
Semi-Professionals and Technicians				4											
				3											
				2											
				1											
Supervisors				4		10		8							
	\$50,000 - \$54,999			3		21		13							
	\$10,000 - \$14,999			2		6		6							
				1		1		1							
Supervisors: Crafts and Trades				4		32		29							
	\$45,000 - \$49,999			3		23		19							
				2											
	Under \$5,000			1		1		1							
Administrative and Senior Clerical Personnel				4		2									
	\$45,000 - \$49,999			3											
				2		6		6							
	\$20,000 - \$24,999			1		5		5							

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business		Industrial Sector		Reporting Period												
TNT CANADA INC		Truck Transport Industries		1997												
Location	<input checked="" type="checkbox"/> National (Canada)	<input type="checkbox"/> Province / Territory (specify)	<input type="checkbox"/> Designated CMA (specify)	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
				Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
Occupational Groups		Top and bottom of salary range	Quarter													
Skilled Sales and Service Personnel			4													
			3													
			2													
			1													
Skilled Crafts and Trades Workers		\$ 40,000 - \$44,999	4	3	3										1	1
			3	40	40									4	4	
		\$ 30,000 - \$34,999	2	3	3											
			1	1	1											
Clerical Personnel		\$ 60,000 - \$64,999	4	18	15	3										
			3	62	50									1	1	
		Under \$5,000	2	171	37	134	1							14	1	
			1	3	2	1										
Intermediate Sales and Service Personnel		\$ 35,000 - \$39,999	4	1	1									1	1	
			3													
		\$ 25,000 - \$29,999	2	1	1											
			1	4	2	2										
Semi-Skilled Manual Workers		\$ 50,000 - \$54,999	4	8	8											
			3	558	557	1								21	21	
		Under \$5,000	2	12	12											
			1	1	1											
Other Sales and Service Personnel			4													
			3													
			2													
			1													
Other Manual Workers			4													
			3													
			2													
			1													
TOTAL NUMBER OF EMPLOYEES				1181	964	217	2	1	1	2	2		49	32	17	



Human Resources
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OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business		TNT CANADA INC		Industrial Sector		Truck Transport Industries		Designated CMA (specify)		Reporting Period	
Location	<input checked="" type="checkbox"/> National (Canada)	<input type="checkbox"/> Province / Territory (specify)	Top and Bottom of salary range	Quarter	All Employees	Aboriginal Peoples	Persons with Disabilities	Members of Visible Minorities	Reporting Period		
					Total Number	Men	Women	Total Number	Men	Women	
Senior Managers		4									
		3									
		2									
		1									
Middle and Other Managers		4	\$ 40,000 - \$44,999	1							
		3									
		2	\$ 5,000 - \$ 9,999	1							
		1									
Professionals		4									
		3									
		2									
		1									
Semi-Professionals and Technicians		4									
		3									
		2									
		1									
Supervisors		4	\$ 10,000 - \$14,999	1							
		3									
		2	Under \$5,000	1							
		1									
Supervisors: Crafts and Trades		4									
		3									
		2									
		1									
Administrative and Senior Clerical Personnel		4									
		3									
		2									
		1									

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business		TNT CANADA INC		Industrial Sector		Truck Transport Industries		Designated CMA (specify)		Reporting Period			
Location	<input checked="" type="checkbox"/> National (Canada)	<input type="checkbox"/> Province / Territory (specify)	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
					Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Occupational Groups	<input checked="" type="checkbox"/> Occupational Groups			4									
				3									
				2									
				1									
Skilled Sales and Service Personnel	<input checked="" type="checkbox"/> Skilled Sales and Service Personnel			4									
				3									
				2									
				1									
Skilled Crafts and Trades Workers	<input checked="" type="checkbox"/> Skilled Crafts and Trades Workers			4									
				3									
				2									
				1									
Clerical Personnel	<input checked="" type="checkbox"/> Clerical Personnel		\$ 35,000 - \$39,999	4	2								
				3	7	1							
				2	32	8	24	1					
				1	22	4	18						
Intermediate Sales and Service Personnel	<input checked="" type="checkbox"/> Intermediate Sales and Service Personnel			4									
				3									
				2									
				1									
Semi-Skilled Manual Workers	<input checked="" type="checkbox"/> Semi-Skilled Manual Workers		\$ 30,000 - \$34,999	4	18								
				3	8	7	1						
				2	38	37	1						
				1	35	34	1						
Other Sales and Service Personnel	<input checked="" type="checkbox"/> Other Sales and Service Personnel		\$ 15,000 - \$19,999	4									
				3									
				2									
				1	1	1							
Other Manual Workers	<input checked="" type="checkbox"/> Other Manual Workers			4									
				3									
				2									
				1									
TOTAL NUMBER OF EMPLOYEES					167	114	53		1	1	6	3	3



Human Resources
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SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business		TNT CANADA INC		Industrial Sector		Truck Transport Industries						Reporting Period 1997	
Location		<input checked="" type="checkbox"/> National (Canada)		<input type="checkbox"/> Province / Territory (specify)									
Salary Ranges		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Under \$15,000	6	5	1									
	\$ 15,000 - \$19,999	5	2	3							1		1
	\$ 20,000 - \$24,999	74	21	53							7		7
	\$ 25,000 - \$29,999	137	59	78	1		1				4	1	3
	\$ 30,000 - \$34,999	264	221	43			1		1		5	3	2
	\$ 35,000 - \$37,499	385	375	10			1		1		20	19	1
	\$ 37,500 - \$39,999	75	68	7							4	4	
	\$ 40,000 - \$44,999	74	66	8	1	1					6	4	2
	\$ 45,000 - \$49,999	50	44	6									
	\$ 50,000 - \$59,999	53	48	5							1		1
	\$ 60,000 - \$69,999	20	17	3							1	1	
	\$ 70,000 - \$84,999	18	18										
	\$ 85,000 - \$99,999	7	7										
	\$100,000 and over	13	13										
TOTAL NUMBER OF EMPLOYEES		1181	964	217	2	1	1	2	2		49	32	17



SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Name of Business		Industrial Sector		Reporting Period			
TNT CANADA INC		Truck Transport Industries		1997			
Location		Province / Territory (specify)					
<input checked="" type="checkbox"/> National (Canada)							
Salary Ranges		All Employees		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number
Under \$5,000	28	23	5				
\$ 5,000 - \$ 7,499	13	11	2				
\$ 7,500 - \$ 9,999	24	9	15				
\$ 10,000 - \$12,499	22	9	13	1	1		3
\$ 12,500 - \$14,999	30	26	4				2
\$ 15,000 - \$17,499	11	7	4				1
\$ 17,500 - \$19,999	11	6	5				
\$ 20,000 - \$22,499	5	1	4				
\$ 22,500 - \$24,999	2	1	1				
\$ 25,000 - \$29,999	17	17					
\$ 30,000 - \$34,999	2	2					
\$ 35,000 - \$39,999	1	1					
\$ 40,000 - \$49,999	1	1					
\$ 50,000 and over							
TOTAL NUMBER OF EMPLOYEES	167	114	53	1	1		6
							3

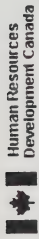


Human Resources
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PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

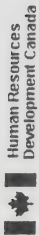
Name of Business		Industrial Sector:		Reporting Period					
TNT CANADA INC		Truck Transport Industries		1997					
Location	<input checked="" type="checkbox"/> National (Canada)	<input type="checkbox"/> Province / Territory (specify)							
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers	2	2							
Middle and Other Managers	40	37	3						
Professionals									
Semi-Professionals and Technicians									
Supervisors	7	6	1						
Supervisors: Crafts and Trades	22	19	3						
Administrative and Senior Clerical Personnel	1		1						
Skilled Sales and Service Personnel									
Skilled Crafts and Trades Workers	2	2							
Clerical Personnel	69	33	36				1	1	
Intermediate Sales and Service Personnel	3	2	1						
Semi-Skilled Manual Workers	55	54	1					1	1
Other Sales and Service Personnel									
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES HIRED	201	155	46		1	1	1	1	1



PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business		Industrial Sector		Truck Transport Industries		Reporting Period		1997	
Location		Province / Territory (Specify)							
<input checked="" type="checkbox"/> National (Canada)		<input type="checkbox"/>							
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Senior Managers									
Middle and Other Managers		1		1					
Professionals									
Semi-Professionals and Technicians									
Supervisors		2	1	1					
Supervisors: Crafts and Trades									
Administrative and Senior Clerical Personnel									
Skilled Sales and Service Personnel									
Skilled Crafts and Trades Workers									
Clerical Personnel		38	9	29					
Intermediate Sales and Service Personnel									
Semi-Skilled Manual Workers		65	63	2					
Other Sales and Service Personnel		1	1						
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES HIRED		107	74	33					

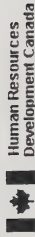


Human Resources
Development Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Part A

Name of Business		Location		Industrial Sector		Truck		Transport Industries		Reporting Period 1997	
TNT CANADA INC		<input checked="" type="checkbox"/> National (Canada)		<input type="checkbox"/> Province / Territory (specify)							
Occupational Groups	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities				
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
Senior Managers											
Middle and Other Managers	3	3					1	1			
Professionals											
Semi-Professionals and Technicians											
Supervisors	1		1								
Supervisors: Crafts and Trades	1	1									
Administrative and Senior Clerical Personnel											
Skilled Sales and Service Personnel											
Skilled Crafts and Trades Workers											
Clerical Personnel											
Intermediate Sales and Service Personnel											
Semi-Skilled Manual Workers											
Other Sales and Service Personnel											
Other Manual Workers											
TOTAL NUMBER OF EMPLOYEES PROMOTED	5	4	1				1	1			
TOTAL NUMBER OF PROMOTIONS	5	4	1				1	1			



PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business TNT CANADA INC		Industrial Sector Truck Transport Industries		Reporting Period 1997					
Location	<input checked="" type="checkbox"/> National (Canada)	<input type="checkbox"/> Province / Territory (specify)							
Occupational Groups	All Employees			Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers									
Middle and Other Managers									
Professionals									
Semi-Professionals and Technicians									
Supervisors									
Supervisors: Crafts and Trades									
Administrative and Senior Clerical Personnel									
Skilled Sales and Service Personnel									
Skilled Crafts and Trades Workers									
Clerical Personnel									
Intermediate Sales and Service Personnel									
Semi-Skilled Manual Workers									
Other Sales and Service Personnel									
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES PROMOTED									
TOTAL NUMBER OF PROMOTIONS									



Human Resources
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PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

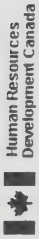
Name of Business		Industrial Sector		Reporting Period: 1997								
TNT CANADA INC		Truck Transport Industries										
Location	<input checked="" type="checkbox"/> National (Canada)	<input type="checkbox"/> Province / Territory (specify)										
Occupational Groups			All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities			
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers	2	2										
Middle and Other Managers	29	22	7									
Professionals												
Semi-Professionals and Technicians												
Supervisors	3	3										
Supervisors: Crafts and Trades	13	13										
Administrative and Senior Clerical Personnel	1		1									
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers	3	3										
Clerical Personnel	57	19	38							5	5	
Intermediate Sales and Service Personnel	3	3										
Semi-Skilled Manual Workers	67	66	1							4	4	
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES TERMINATED	178	131	47							9	9	



PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Name of Business		TNT CANADA INC		Industrial Sector		Truck Transport Industries		Reporting Period 1997	
Location	<input checked="" type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Occupational Groups									
Senior Managers									
Middle and Other Managers									
Professionals									
Semi-Professionals and Technicians									
Supervisors		1	1						
Supervisors: Crafts and Trades									
Administrative and Senior Clerical Personnel									
Skilled Sales and Service Personnel									
Skilled Crafts and Trades Workers									
Clerical Personnel		32	8	24					
Intermediate Sales and Service Personnel									
Semi-Skilled Manual Workers		51	51					1	1
Other Sales and Service Personnel		1	1						
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES TERMINATED		85	61	24				1	1



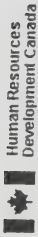
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business		Location		Province / Territory (specify)		Quebec		Industrial Sector		Truck Transport Industries		Designated CMA (specify)		Reporting Period	
Occupational Groups		Top and bottom of salary range	Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers			4												
			3												
			2												
			1												
Middle and Other Managers		\$ 70,000 - \$74,999	4	1	1										
			3	6	6										
		\$ 30,000 - \$34,999	2	9	9										
			1	9	4	5									
Professionals			4												
			3												
			2												
			1												
Semi-Professionals and Technicians			4												
			3												
			2												
			1												
Supervisors		\$ 35,000 - \$39,999	4	1	1										
			3												
		\$ 25,000 - \$29,999	2	1	1										
			1	2		2									
Supervisors: Crafts and Trades		\$ 40,000 - \$44,999	4	2	2										
			3	2	2										
			2	1	1										
		\$ 25,000 - \$29,999	1	1	1										
Administrative and Senior Clerical Personnel		\$ 20,000 - \$24,999	4												
			3												
			2												
		\$ 20,000 - \$24,999	1	1		1									

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Name of Business: TNT CANADA INC		Industrial Sector: Truck Transport Industries		Reporting Period: 1997								
Location		Province / Territory (specify)		Designated CMA (specify)								
<input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/>		Quebec										
Occupational Groups	Top and bottom of salary range	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities				
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
Skilled Sales and Service Personnel	4											
	3											
	2											
	1											
Skilled Crafts and Trades Workers	4											
	3											
	2											
	1											
Clerical Personnel	4	5	5									
	3	7	6	1								
	2	14	6	8								
	1	8	3	5								
Intermediate Sales and Service Personnel	4											
	3											
	2											
	1			1								
Semi-Skilled Manual Workers	4	2	2									
	3	108	108									
	2	9	9									
	1	10	10									
Other Sales and Service Personnel	4											
	3											
	2											
	1											
Other Manual Workers	4											
	3											
	2											
	1											
TOTAL NUMBER OF EMPLOYEES		201	178	23							2	2



OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: TNT CANADA INC		Industrial Sector: Truck Transport Industries										Reporting Period: 1997	
Location		<input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify)		Quebec		<input type="checkbox"/> Designated CMA (specify)							
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities				
			Total Number	Men	Total Number	Men	Total Number	Men	Total Number	Men			
Senior Managers	4	4											
	3	3											
	2	2											
	1	1											
Middle and Other Managers	4	4											
	3	3											
	2	2											
	1	1											
Professionals	4	4											
	3	3											
	2	2											
	1	1											
Semi-Professionals and Technicians	4	4											
	3	3											
	2	2											
	1	1											
Supervisors	4	4											
	3	3											
	2	2											
	1	1											
Supervisors: Crafts and Trades	4	4											
	3	3											
	2	2											
	1	1											
Administrative and Senior Clerical Personnel	4	4											
	3	3											
	2	2											
	1	1											



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SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: TNT CANADA INC		Industrial Sector: Truck Transport Industries		Reporting Period: 1997						
Location	<input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Quebec	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Salary Ranges									
	Under \$15,000									
	\$ 15,000 - \$19,999	3	2	1						
	\$ 20,000 - \$24,999	20	12	8						
	\$ 25,000 - \$29,999	23	16	7						
	\$ 30,000 - \$34,999	119	115	4				2	2	
	\$ 35,000 - \$37,499	9	8	1						
	\$ 37,500 - \$39,999	3	2	1						
	\$ 40,000 - \$44,999	9	8	1						
	\$ 45,000 - \$49,999	5	5							
	\$ 50,000 - \$59,999	8	9							
	\$ 60,000 - \$69,999									
	\$ 70,000 - \$84,999	1	1							
	\$ 85,000 - \$99,999									
	\$100,000 and over									
TOTAL NUMBER OF EMPLOYEES		201	178	23				2	2	

Human Resources
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Form 3 Part B

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Name of Business: TNT CANADA INC		Industrial Sector: Truck Transport Industries										Reporting Period: 1997			
Location		<input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Quebec		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
Salary Ranges		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
Under \$5,000		2	2												
\$ 5,000 - \$ 7,499		1	1												
\$ 7,500 - \$ 9,999		4		4											
\$ 10,000 - \$12,499		1	1												
\$ 12,500 - \$14,999		8	6	2											
\$ 15,000 - \$17,499		2	2												
\$ 17,500 - \$19,999															
\$ 20,000 - \$22,499															
\$ 22,500 - \$24,999															
\$ 25,000 - \$29,999		1	1												
\$ 30,000 - \$34,999															
\$ 35,000 - \$39,999															
\$ 40,000 - \$49,999															
\$ 50,000 and over															
TOTAL NUMBER OF EMPLOYEES		19	13	6											

Canada



PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

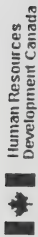
Name of Business		Industrial Sector		Reporting Period				
TNT CANADA INC		Truck Transport Industries		1997				
Location	Province / Territory (specify)	Quebec						
	<input type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Province / Territory (specify)						
Occupational Groups	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Senior Managers								
Middle and Other Managers	2	1	1					
Professionals								
Semi-Professionals and Technicians								
Supervisors								
Supervisors: Crafts and Trades								
Administrative and Senior Clerical Personnel								
Skilled Sales and Service Personnel								
Skilled Crafts and Trades Workers								
Clerical Personnel	3	3						
Intermediate Sales and Service Personnel								
Semi-Skilled Manual Workers	10	10						
Other Sales and Service Personnel								
Other Manual Workers								
TOTAL NUMBER OF EMPLOYEES HIRED	15	14	1					



PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: TNT CANADA INC		Industrial Sector: Truck Transport Industries		Reporting Period: 1997				
Location		<input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) Quebec						
Occupational Groups	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Senior Managers								
Middle and Other Managers								
Professionals								
Semi-Professionals and Technicians								
Supervisors								
Supervisors: Crafts and Trades								
Administrative and Senior Clerical Personnel								
Skilled Sales and Service Personnel								
Skilled Crafts and Trades Workers								
Clerical Personnel	5	2	3					
Intermediate Sales and Service Personnel								
Semi-Skilled Manual Workers	1	1						
Other Sales and Service Personnel								
Other Manual Workers								
TOTAL NUMBER OF EMPLOYEES HIRED	6	3	3					

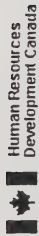


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PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Part A

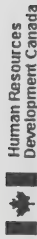
Name of Business		Location		Province / Territory (specify)		Quebec		Industrial Sector		Truck Transport Industries		Reporting Period: 1997	
YNT CANADA INC		<input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify)		Quebec							
Occupational Groups		All Employees		Persons with Disabilities		Members of Visible Minorities							
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers													
Middle and Other Managers													
Professionals													
Semi-Professionals and Technicians													
Supervisors													
Supervisors: Crafts and Trades													
Administrative and Senior Clerical Personnel													
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers													
Clerical Personnel													
Intermediate Sales and Service Personnel													
Semi-Skilled Manual Workers													
Other Sales and Service Personnel													
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES PROMOTED													
TOTAL NUMBER OF PROMOTIONS													



PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business: TNT CANADA INC		Industrial Sector: Truck Transport Industries										Reporting Period: 1997					
Location		National (Canada)		Province / Territory (specify)		Quebec		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities			
		<input type="checkbox"/>	<input checked="" type="checkbox"/>			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number		
Occupational Groups																	
Senior Managers																	
Middle and Other Managers																	
Professionals																	
Semi-Professionals and Technicians																	
Supervisors																	
Supervisors: Crafts and Trades																	
Administrative and Senior Clerical Personnel																	
Skilled Sales and Service Personnel																	
Skilled Crafts and Trades Workers																	
Clerical Personnel																	
Intermediate Sales and Service Personnel																	
Semi-Skilled Manual Workers																	
Other Sales and Service Personnel																	
Other Manual Workers																	
TOTAL NUMBER OF EMPLOYEES PROMOTED																	
TOTAL NUMBER OF PROMOTIONS																	

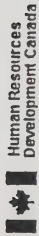


Human Resources
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PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

Name of Business: TNT CANADA INC		Industrial Sector: Truck Transport Industries		Reporting Period: 1997					
Location		Province / Territory (specify)		Quebec					
<input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify)									
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Senior Managers									
Middle and Other Managers		4	2	2					
Professionals									
Semi-Professionals and Technicians									
Supervisors									
Supervisors: Crafts and Trades		1	1						
Administrative and Senior Clerical Personnel									
Skilled Sales and Service Personnel									
Skilled Crafts and Trades Workers									
Clerical Personnel		5	2	3					
Intermediate Sales and Service Personnel									
Semi-Skilled Manual Workers		9	8	1					
Other Sales and Service Personnel									
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES TERMINATED		19	13	6					



Human Resources
Development Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Name of Business: TNT CANADA INC		Industrial Sector: Truck Transport Industries				Reporting Period: 1997					
Location		Province / Territory (specify)		Quebec		All Employees		Persons with Disabilities		Members of Visible Minorities	
<input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Quebec									
Occupational Groups		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Women
Senior Managers											
Middle and Other Managers											
Professionals											
Semi-Professionals and Technicians											
Supervisors											
Supervisors: Crafts and Trades											
Administrative and Senior Clerical Personnel											
Skilled Sales and Service Personnel											
Skilled Crafts and Trades Workers											
Clerical Personnel		2		2							
Intermediate Sales and Service Personnel											
Semi-Skilled Manual Workers		6	6								
Other Sales and Service Personnel											
Other Manual Workers											
TOTAL NUMBER OF EMPLOYEES TERMINATED		7	6	2							



Human Resources
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OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Name of Business: TNT CANADA INC

Form: 2 Part A

Reporting Period: 1997

Industrial Sector: Truck Transport Industries

Province / Territory (specify) Ontario

Designated CMA (specify)

Members of Visible Minorities

Men

Women

Total Number

Persons with Disabilities

Men

Women

Total Number

Aboriginal Peoples

Men

Women

Total Number

All Employees

Men

Women

Total Number

Quarter

Top and Bottom of salary range

Occupational Groups

Senior Managers

Middle and Other Managers

Professionals

Semi-Professionals and technicians

Supervisors

Supervisors: Crafts and Trades

Administrative and Senior Clerical personnel

Men

Women

Total Number

Persons with Disabilities

Men

Women

Total Number

Aboriginal Peoples

Men

Women

Total Number

All Employees

Men

Women

Total Number

Quarter

Top and Bottom of salary range

Occupational Groups

Senior Managers

Middle and Other Managers

Professionals

Semi-Professionals and technicians

Supervisors

Supervisors: Crafts and Trades

Administrative and Senior Clerical personnel

Men

Women

Total Number

Persons with Disabilities

Men

Women

Total Number

Aboriginal Peoples

Men

Women

Total Number

All Employees

Men

Women

Total Number

Quarter

Top and Bottom of salary range

Occupational Groups

Senior Managers

Middle and Other Managers

Professionals

Semi-Professionals and technicians

Supervisors

Supervisors: Crafts and Trades

Administrative and Senior Clerical personnel

Men

Women

Total Number

Persons with Disabilities

Men

Women

Total Number

Aboriginal Peoples

Men

Women

Total Number

All Employees

Men

Women

Total Number

Quarter

Top and Bottom of salary range

Occupational Groups

Senior Managers

Middle and Other Managers

Professionals

Semi-Professionals and technicians

Supervisors

Supervisors: Crafts and Trades

Administrative and Senior Clerical personnel

Men

Women

Total Number

Persons with Disabilities

Men

Women

Total Number

Aboriginal Peoples

Men

Women

Total Number

All Employees

Men

Women

Total Number

Quarter

Top and Bottom of salary range

Occupational Groups

Senior Managers

Middle and Other Managers

Professionals

Semi-Professionals and technicians

Supervisors

Supervisors: Crafts and Trades

Administrative and Senior Clerical personnel

Men

Women

Total Number

Persons with Disabilities

Men

Women

Total Number

Aboriginal Peoples

Men

Women

Total Number

All Employees

Men

Women

Total Number

Quarter

Top and Bottom of salary range

Occupational Groups

Senior Managers

Middle and Other Managers

Professionals

Semi-Professionals and technicians

Supervisors

Supervisors: Crafts and Trades

Administrative and Senior Clerical personnel

Men

Women

Total Number

Persons with Disabilities

Men

Women

Total Number

Aboriginal Peoples

Men

Women

Total Number

All Employees

Men

Women

Total Number

Quarter

Top and Bottom of salary range

Occupational Groups

Senior Managers

Middle and Other Managers

Professionals

Semi-Professionals and technicians

Supervisors

Supervisors: Crafts and Trades

Administrative and Senior Clerical personnel

Men

Women

Total Number

Persons with Disabilities

Men

Women

Total Number

Aboriginal Peoples

Men

Women

Total Number

All Employees

Men

Women

Total Number

Quarter

Top and Bottom of salary range

Occupational Groups

Senior Managers

Middle and Other Managers

Professionals

Semi-Professionals and technicians

Supervisors

Supervisors: Crafts and Trades

Administrative and Senior Clerical personnel

Men

Women

Total Number

Persons with Disabilities

Men

Women

Total Number

Aboriginal Peoples

Men

Women

Total Number

All Employees

Men

Women

Total Number

Quarter

Top and Bottom of salary range

Occupational Groups

Senior Managers

Middle and Other Managers

Professionals

Semi-Professionals and technicians

Supervisors

Supervisors: Crafts and Trades

Administrative and Senior Clerical personnel

Men

Women

Total Number

Persons with Disabilities

Men

Women

Total Number

Aboriginal Peoples

Men

Women

Total Number

All Employees

Men

Women

Total Number

Quarter

Top and Bottom of salary range

Occupational Groups

Senior Managers

Middle and Other Managers

Professionals

Semi-Professionals and technicians

Supervisors

Supervisors: Crafts and Trades

Administrative and Senior Clerical personnel

Men

Women

Total Number

Persons with Disabilities

Men

Women

Total Number

Aboriginal Peoples

Men

Women

Total Number

All Employees

Men

Women

Total Number

Quarter

Top and Bottom of salary range

Occupational Groups

Senior Managers

Middle and Other Managers

Professionals

Semi-Professionals and technicians

Supervisors

Supervisors: Crafts and Trades

Administrative and Senior Clerical personnel

Men

Women

Total Number

Persons with Disabilities

Men

Women

Total Number

Aboriginal Peoples

Men

Women

Total Number

All Employees

Men

Women

Total Number

Quarter

Top and Bottom of salary range

Occupational Groups

Senior Managers

Middle and Other Managers

Professionals

Semi-Professionals and technicians

Supervisors

Supervisors: Crafts and Trades

Administrative and Senior Clerical personnel

Men

Women

Total Number

Persons with Disabilities

Men

Women

Total Number

Aboriginal Peoples

Men

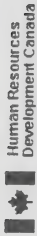


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Form 2 Part A

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Name of Business: TNT CANADA INC		Industrial Sector: Truck Transport Industries		Province / Territory (specify)		Ontario		Designated CMA (specify)		Reporting Period: 1997				
Location	<input type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities				
				Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
Occupational Groups	<input type="checkbox"/> National (Canada)		4											
			3											
			2											
			1											
Skilled Sales and Service Personnel			4	3										
			3	40										
			2	2										
			1	1										
Skilled Crafts and Trades Workers		\$ 40,000 - \$44,999	4	3										
			3	40										
			2	2										
			1	1										
		\$ 30,000 - \$34,999												
Clerical Personnel		\$ 60,000 - \$64,999	4	18										
			3	52										
			2	141										
			1	1										
		Under \$5,000												
Intermediate Sales and Service Personnel		\$ 35,000 - \$39,999	4	1										
			3											
			2											
			1	2										
		\$ 25,000 - \$29,999												
Semi-Skilled Manual Workers		\$ 50,000 - \$54,999	4	8										
			3	426										
			2	1										
			1	1										
		Under \$5,000												
Other Sales and Service Personnel			4											
			3											
			2											
			1											
Other Manual Workers			4											
			3											
			2											
			1											
TOTAL NUMBER OF EMPLOYEES				947	759	188	2	1	1	2	2	46	30	16



Human Resources
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OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business		Location		Province / Territory (specify)		Industrial Sector		Reporting Period				
TNT CANADA INC		<input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Ontario		Truck Transport Industries		1997				
Occupational Groups		Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
				Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers			4									
			3									
			2									
			1									
Middle and Other Managers		\$ 40,000 - \$44,999	4	1	1							
			3									
		\$ 5,000 - \$ 9,999	2									
			1	1								
Professionals			4									
			3									
			2									
			1									
Semi-Professionals and Technicians			4									
			3									
			2									
			1									
Supervisors		\$ 10,000 - \$14,999	4									
			3									
		\$ 10,000 - \$14,999	2									
			1	1								
Supervisors: Crafts and Trades			4									
			3									
			2									
			1									
Administrative and Senior Clerical Personnel			4									
			3									
			2									
			1									



OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: TNT CANADA INC		Industrial Sector: Truck Transport Industries		Province/Territory (specify) Ontario		Reporting Period: 1997	
Location		National (Canada)		Designated CMA (specify)			
Occupational Groups		Top and bottom of salary range		All Employees		Aboriginal Peoples	
				Total Number	Men	Women	Total Number
							Men
							Women
							Total Number
							Men
							Women
							Total Number
							Men
							Women
							Total Number
							Men
							Women
							Total Number
							Men
							Women
							Total Number
							Men
							Women
							Total Number
							Men
							Women
							Total Number
							Men
							Women
							Total Number
							Men
							Women
							Total Number
							Men
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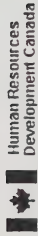


Human Resources
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SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

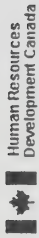
Name of Business		Industrial Sector		Reporting Period					
TNT CANADA INC		Truck Transport Industries		1997					
Location		Province / Territory (specify)		Ontario					
<input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify)		<input type="checkbox"/> Province / Territory (specify)					
Salary Ranges		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Under \$15,000		4	3	1					
\$15,000 - \$19,999		2		2				1	1
\$20,000 - \$24,999		53	9	44				7	7
\$25,000 - \$29,999		102	33	69	1			4	1
\$30,000 - \$34,999		135	98	37		1	1	3	1
\$35,000 - \$37,499		375	366	9		1	1	20	19
\$37,500 - \$39,999		71	65	6				4	4
\$40,000 - \$44,999		64	58	6	1	1		5	4
\$45,000 - \$49,999		42	36	6					
\$50,000 - \$59,999		42	37	5				1	
\$60,000 - \$69,999		20	17	3				1	1
\$70,000 - \$84,999		17	17						
\$85,000 - \$99,999		7	7						
\$100,000 and over		13	13						
TOTAL NUMBER OF EMPLOYEES		947	759	188	2	1	2	46	30
									16

Human Resources
Development Canada

Form 3 Part B

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Name of Business: TNT CANADA INC		Industrial Sector: Truck Transport Industries										Reporting Period: 1997	
Location		<input checked="" type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)		Ontario		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities			
Salary Ranges		All Employees		Total Number		Total Number		Total Number		Total Number			
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women		
Under \$5,000		23	19	4									
\$ 5,000 - \$ 7,499		12	10	2									
\$ 7,500 - \$ 9,999		16	5	11									
\$ 10,000 - \$12,499		20	8	12		1		3		1	2		
\$ 12,500 - \$14,999		21	19	2				2		2			
\$ 15,000 - \$17,499		7	4	3				1		1	1		
\$ 17,500 - \$19,999		8	4	4									
\$ 20,000 - \$22,499		5	1	4									
\$ 22,500 - \$24,999		2	1	1									
\$ 25,000 - \$29,999		16	16										
\$ 30,000 - \$34,999		2	2										
\$ 35,000 - \$39,999		1	1										
\$ 40,000 - \$49,999		1	1										
\$ 50,000 and over													
TOTAL NUMBER OF EMPLOYEES		134	91	43		1	1	6		3	3		


PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

Name of Business		Location		Industrial Sector		Reporting Period: 1997	
TNT CANADA INC		<input checked="" type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)		Ontario			
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number
					Men	Women	Men
Senior Managers	2	2					
Middle and Other Managers	32	30	2				
Professionals							
Semi-Professionals and Technicians							
Supervisors	7	6	1				
Supervisors: Crafts and Trades	22	19	3				
Administrative and Senior Clerical Personnel	1						
Skilled Sales and Service Personnel							
Skilled Crafts and Trades Workers	2	2					
Clerical Personnel	58	24	34		1		
Intermediate Sales and Service Personnel	1		1				
Semi-Skilled Manual Workers	43	42	1				1
Other Sales and Service Personnel							
Other Manual Workers							
TOTAL NUMBER OF EMPLOYEES HIRED	168	125	43		1	1	1

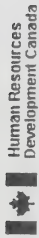


Human Resources
Development Canada

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: TNT CANADA INC		Industrial Sector: Truck Transport Industries						Reporting Period: 1997			
Location	<input type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Province / Territory (specify)	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Occupational Groups											
Senior Managers											
Middle and Other Managers			1		1						
Professionals											
Semi-Professionals and Technicians											
Supervisors			1	1							
Supervisors: Crafts and Trades											
Administrative and Senior Clerical Personnel											
Skilled Sales and Service Personnel											
Skilled Crafts and Trades Workers											
Clerical Personnel			33	7	26						
Intermediate Sales and Service Personnel											
Semi-Skilled Manual Workers			58	57	1						
Other Sales and Service Personnel			1	1							
Other Manual Workers											
TOTAL NUMBER OF EMPLOYEES HIRED			94	66	28						



PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Part A

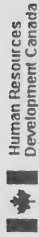
Name of Business		Location		Industrial Sector		Reporting Period			
TNT CANADA INC		<input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify)		Truck Transport Industries		1997			
		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Occupational Groups									
Senior Managers									
Middle and Other Managers		2	2					1	1
Professionals									
Semi-Professionals and Technicians									
Supervisors		1		1					
Supervisors: Crafts and Trades		1	1						
Administrative and Senior Clerical Personnel									
Skilled Sales and Service Personnel									
Skilled Crafts and Trades Workers									
Clerical Personnel									
Intermediate Sales and Service Personnel									
Semi-Skilled Manual Workers									
Other Sales and Service Personnel									
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES PROMOTED		4	3	1				1	1
TOTAL NUMBER OF PROMOTIONS		4	3	1				1	1

Human Resources
Development Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business: TNT CANADA INC		Industrial Sector: Truck Transport Industries		Reporting Period: 1997						
Location	<input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify)	Ontario								
		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Occupational Groups										
Senior Managers										
Middle and Other Managers										
Professionals										
Semi-Professionals and Technicians										
Supervisors										
Supervisors: Crafts and Trades										
Administrative and Senior Clerical Personnel										
Skilled Sales and Service Personnel										
Skilled Crafts and Trades Workers										
Clerical Personnel										
Intermediate Sales and Service Personnel										
Semi-Skilled Manual Workers										
Other Sales and Service Personnel										
Other Manual Workers										
TOTAL NUMBER OF EMPLOYEES PROMOTED										
TOTAL NUMBER OF PROMOTIONS										1



Human Resources
Development Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

Name of Business: TNT CANADA INC		Industrial Sector: Truck Transport Industries										Reporting Period: 1997					
Location		National (Canada)		Province / Territory (specify)		Ontario		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities			
		<input type="checkbox"/>		<input checked="" type="checkbox"/>				Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
Occupational Groups																	
Senior Managers								2	2								
Middle and Other Managers								22	17	5							
Professionals																	
Semi-Professionals and Technicians																	
Supervisors								3	3								
Supervisors: Crafts and Trades								11	11								
Administrative and Senior Clerical Personnel								1		1							
Skilled Sales and Service Personnel																	
Skilled Crafts and Trades Workers								3	3								
Clerical Personnel								48	14	34					5	5	
Intermediate Sales and Service Personnel								1	1								
Semi-Skilled Manual Workers								57	57						4	4	
Other Sales and Service Personnel																	
Other Manual Workers																	
TOTAL NUMBER OF EMPLOYEES TERMINATED								148	108	40					9	9	



Human Resources
Development Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Name of Business: TNT CANADA INC		Industrial Sector: Truck Transport Industries		Reporting Period: 1997			
Location		Province / Territory (specify)		Ontario			
<input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Provincial							
Occupational Groups		All Employees		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number
Senior Managers							
Middle and Other Managers							
Professionals							
Semi-Professionals and Technicians							
Supervisors	1	1					
Supervisors: Crafts and Trades							
Administrative and Senior Clerical Personnel							
Skilled Sales and Service Personnel							
Skilled Crafts and Trades Workers							
Clerical Personnel	29	8	21				
Intermediate Sales and Service Personnel							
Semi-Skilled Manual Workers	42	42					1
Other Sales and Service Personnel	1	1					
Other Manual Workers							
TOTAL NUMBER OF EMPLOYEES TERMINATED	73	52	21				1



OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: TNT CANADA INC		Industrial Sector: Truck Transport Industries		Province / Territory (specify)		Designated CMA (specify)		Montreal		Reporting Period: 1997	
Location	<input type="checkbox"/> National (Canada)	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
Occupational Groups				Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Senior Managers			4 3 2 1								
Middle and Other Managers		\$ 70,000 - \$74,999	4 3 2 1	1 5 6 7	1 5 6 3						
		\$ 30,000 - \$34,999									
Professionals			4 3 2 1								
Semi-Professionals and Technicians			4 3 2 1								
Supervisors		\$ 35,000 - \$39,999	4 3 2 1	1 1 1 1	1 1 1 1						
		\$ 25,000 - \$29,999									
Supervisors: Crafts and Trades		\$ 40,000 - \$44,999	4 3 2 1	2 2 1 1	2 2 1 1						
		\$ 25,000 - \$29,999									
Administrative and Senior Clerical Personnel			4 3 2 1								



OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Name of Business: TNT CANADA INC		Industrial Sector: Truck Transport Industries		Reporting Period: 1997							
Location		Province / Territory (specify)		Designated CMA (specify)		Montreal					
<input type="checkbox"/> National (Canada) <input type="checkbox"/> Top and bottom of salary range		Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Occupational Groups		4									
		3									
		2									
		1									
Skilled Sales and Service Personnel		4									
		3									
		2									
		1									
Skilled Crafts and Trades Workers		4									
		3									
		2									
		1									
Clerical Personnel	\$ 40,000 - \$44,999	4	3	3							
		3	7	6							
		2	7	3							
		1	10	5							
Intermediate Sales and Service Personnel	\$ 15,000 - \$19,999										
		4									
		3									
		2									
Semi-Skilled Manual Workers	\$ 25,000 - \$29,999										
		4	78	78							
		3									
		2	2	2							
Other Sales and Service Personnel	\$ 30,000 - \$34,999	4	7	7							
		3									
		2									
		1									
Other Manual Workers	\$ 20,000 - \$24,999	4									
		3									
		2									
		1									
TOTAL NUMBER OF EMPLOYEES			143	127	16				2	2	2

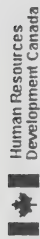


Name of Business	TNT CANADA INC	Industrial Sector	Truck Transport Industries	Reporting Period	1987			
Location	<input type="checkbox"/> National (Canada)	<input type="checkbox"/> Province / Territory (specify)	<input checked="" type="checkbox"/> Designated CMA (specify)	Montreal				
Occupational Groups	Top and bottom of salary range	Quarter	All Employees	Aboriginal Peoples	Persons with Disabilities	Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women
Senior Managers		4						
		3						
		2						
		1						
		4						
Middle and Other Managers		3						
		2						
		1						
		4						
Professionals		3						
		2						
		1						
		4						
Semi-Professionals and Technicians		3						
		2						
		1						
Supervisors		4						
		3						
		2						
		1						
Supervisors: Crafts and Trades		4						
		3						
		2						
		1						
Administrative and Senior Clerical Personnel		4						
		3						
		2						
		1						



OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Name of Business: TNT CANADA INC		Location		Province / Territory (specify)		Industrial Sector: Truck Transport Industries		Designated CMA (specify)		Montreal		Reporting Period: 1997		
Occupational Groups		Top and bottom of salary range	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
		Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel		4												
		3												
	2													
	1													
Skilled Crafts and Trades Workers		4												
	3													
	2													
	1													
Clerical Personnel	\$ 15,000 - \$19,999	4	2	1	1									
		3	3	1	2									
		2												
	Under \$5,000	1	1	1										
Intermediate Sales and Service Personnel		4												
		3												
		2												
	1													
Semi-Skilled Manual Workers	\$ 25,000 - \$29,999	4	1	1										
		3	1	1										
		2	6	6										
	Under \$5,000	1	2	2										
Other Sales and Service Personnel		4												
		3												
		2												
	1													
Other Manual Workers		4												
		3												
		2												
	1													
TOTAL NUMBER OF EMPLOYEES			16	13	3									



OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: TNT CANADA INC		Industrial Sector: Truck Transport Industries		Designated CMA (specify) Toronto		Reporting Period: 1997					
Location <input type="checkbox"/> National (Canada)		<input type="checkbox"/> Province / Territory (specify)		<input checked="" type="checkbox"/> Designated CMA (specify) Toronto							
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers	\$100,000 and over	4	1	1							
	\$ 55,000 - \$59,999	3	3								
Middle and Other Managers	\$100,000 and over	2	5								
	\$ 25,000 - \$29,999	1	9	7	2						
Professionals	\$100,000 and over	4	1	1							
	\$ 25,000 - \$29,999	3	4	4							
Semi-Professionals and Technicians	\$ 50,000 - \$54,999	2	22	22							
	\$ 10,000 - \$14,999	1	70	60	10			1	1	2	2
Supervisors	\$ 50,000 - \$54,999	4	7	5	2						
	\$ 10,000 - \$14,999	3	11	7	4						
Supervisors: Crafts and Trades	\$ 45,000 - \$49,999	2	4	1	3						
	Under \$5,000	1	1	1							
Administrative and Senior Clerical Personnel	\$ 45,000 - \$49,999	4	14	13	1						
	\$ 25,000 - \$29,999	3	12	11	1						
	\$ 45,000 - \$49,999	2	1	1							
	\$ 25,000 - \$29,999	1	1	1							
	\$ 45,000 - \$49,999	4	2	2							
	\$ 25,000 - \$29,999	3	4	4							
	\$ 45,000 - \$49,999	2	4	4							
	\$ 25,000 - \$29,999	1	3	3							



Human Resources
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OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

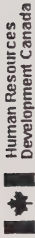
Name of Business: TNT CANADA INC		Industrial Sector: Truck Transport Industries		Designated CMA (specify) Toronto										Reporting Period: 1997		
Location		Province / Territory (specify)		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
Occupational Groups		Top and bottom of salary range		Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel				4												
				3												
				2												
				1												
Skilled Crafts and Trades Workers				4	20									4		
	\$ 40,000 - \$44,999			3												
				2												
	\$ 35,000 - \$39,999			1	1											
Clerical Personnel				4	16	13										
	\$ 60,000 - \$64,999			3	38	30		1			1					
				2	89	15	74	1			1			13	1	12
	Under \$5,000			1	1		1							1		1
Intermediate Sales and Service Personnel				4	1											
	\$ 35,000 - \$39,999			3												
				2												
	\$ 25,000 - \$29,999			1	1		1									
Semi-Skilled Manual Workers				4	2	2										
	\$ 50,000 - \$54,999			3	179	179								8		
				2	1	1										
	Under \$5,000			1	1	1										
Other Sales and Service Personnel				4												
				3												
				2												
				1												
Other Manual Workers				4												
				3												
				2												
				1												
TOTAL NUMBER OF EMPLOYEES				524	404	120	2	1	1	2	2			33	16	15



OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business TNT CANADA INC		Industrial Sector: Truck Transport Industries		Designated CMA (specify) Toronto				Reporting Period 1997						
Location <input type="checkbox"/> National (Canada)		<input type="checkbox"/> Province / Territory (specify)		<input checked="" type="checkbox"/> Designated CMA (specify)										
Occupational Groups	Top and bottom of salary range	Quarter	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		4												
		3												
		2												
		1												
Middle and Other Managers		4												
		3												
		2												
		1												
Professionals		4												
		3												
		2												
		1												
Semi-Professionals and Technicians		4												
		3												
		2												
		1												
Supervisors		4												
		3												
		2												
		1												
Supervisors: Crafts and Trades		4												
		3												
		2												
		1												
Administrative and Senior Clerical Personnel		4												
		3												
		2												
		1												



OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Name of Business: TNT CANADA INC		Industrial Sector: Truck Transport Industries		Designated CMA (specify)		Toronto		Reporting Period: 1997	
Location		Province / Territory (specify)		<input checked="" type="checkbox"/> X					
Occupational Groups		Top and bottom of salary range		All Employees		Aboriginal Peoples		Persons with Disabilities	
				Men Women		Men Women		Men Women	
				Total Number		Total Number		Total Number	
Skilled Sales and Service Personnel	4								
	3								
	2								
	1								
Skilled Crafts and Trades Workers	4								
	3								
	2								
	1								
Clerical Personnel	4			1					
	3			4					
	2			21	6	15		1	1
	1			7	2	5			
Intermediate Sales and Service Personnel	4								
	3								
	2								
	1								
Semi-Skilled Manual Workers	4			8	6				
	3			4					
	2			13	13			2	2
	1			9	9				
Other Sales and Service Personnel	4								
	3								
	2								
	1								
Other Manual Workers	4								
	3								
	2								
	1								
TOTAL NUMBER OF EMPLOYEES				67	43	24		1	1
								6	3

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005245

**1998: Annual Employer's Report
For the year ending December 1997
Employment Equity Act**

**1998 : Rapport annuel de l'employeur
pour l'année se terminant en décembre 1997
Loi sur l'équité en matière d'emploi**

Northern Telephone Limited

REVISED/REVISED

NORTHERN TELEPHONE LIMITED

1998 EMPLOYMENT EQUITY NARRATIVE REPORT

GENERAL OVERVIEW

Northern Telephone Limited provides telecommunication services in northeastern Ontario. Founded in 1905, the company today is a subsidiary of BCE Inc.

Northern Telephone's 83,000 square kilometre service area includes the communities of Timmins, Kirkland Lake, Kapuskasing, Hearst and the Tri-Towns, along with many smaller population centres. In all, the company operates 32 exchanges, and more than 65,000 telephone numbers.

Northern Telephone is committed to offering its communities the most progressive telecommunications services possible. In this regard, the company is an Internet service provider and offers cellular, paging and mobile satellite services through its subsidiary, Nortel Mobility.

During the past twelve months, Northern Telephone continued with its transformation process initiated in 1996. This process will allow the company to become a more cost-effective telecommunications firm in a rapidly changing and increasingly competitive industry. As a result of this process, the workforce was reduced from 268 to 242 employees. All eligible employees were offered early retirement and termination incentive packages.

QUANTITATIVE INFORMATION

As mentioned in the first section of this report, the downward trend in total number of employees continued. The transformation process resulted in a net loss of twenty-six jobs.

The entire workforce was re-surveyed in late 1997 to ensure that the workforce data was accurate and up-to-date. The survey was accompanied by a series of memos and emails. This ensured an excellent response from employees at all locations. The new survey resulted in two additional employees self-identifying as disabled and one additional employee self-identifying as a visible minority.

Again in 1997, no employee self-identified as an aboriginal person. The company realizes that it must be proactive in the recruitment of aboriginal peoples.

QUALITATIVE MEASURES

The Summer Equity Program was once gain offered to all female employees. One female employee took the opportunity to participate in the program in 1997. She spent the summer working as a Central Office Technician while a summer student back filled her position. The intent of the Summer Equity Program is to provide female employees with exposure and training in a non-traditional (male dominated position) occupation.

A new Workforce Survey was developed in 1997. The new survey along with a question and answer fact sheet is included with the company's 1997 report.

Lindsay Beattie, a Workplace Equity Officer from HRDC, visited with members of Northern Telephone's Employment Equity Committee. Lindsay provided valuable information and training related to the new Act and its implications for the company.

Renovations to Northern Telephone's Birch Street location in Timmins were initiated in 1997. The main customer entrance was equipped with automatic, push button doors.

The company's Human Resources Manager initiated contact with community agencies and aboriginal organizations (Metis Training Incentive, Mano-Wichi-Hetiwin Board, and Vocational Rehabilitation) in the communities it serves. Although designated group members were not hired as a result of these contacts, future partnerships are possible in the years to come. The Metis and Mamo Boards are aware of the company's need for future electronics and business administration graduates from college and university.

Finally, Northern Telephone Limited is very proud of having been the major corporate sponsor of the 1997 Ontario Games for the Physically Disabled held in New Liskeard, Ontario during the summer of 1997.

CONSULTATIONS WITH EMPLOYEE REPRESENTATIVES

The current Collective Agreement between Northern Telephone Limited and its Union (Communications, Energy and Paperwork's Union of Canada – CEP – Local 6) outlines the consultation and communication that has been undertaken. Article 30 details the commitment that both parties have towards achieving equality in the workplace. The company in conjunction with the union can designate two vacancies per year, which can be filled for employment equity purposes. These two vacancies can be filled by qualified designated group members without being subject to the job posting requirements of the Collective Agreement.

The Collective Agreement also contains a Letter of Agreement, which describes both parties' commitment to employment equity. This same letter outlines the goals and objectives of the Employment Equity Committee.

NAME OF EMPLOYER IDENTIFICATION	FULL LEGAL NAME (1) Northern Telephones Limited		COMMON OR BUSINESS NAME (2) Northern Telephone	
	ADDRESS OF PRINCIPAL PLACE OF BUSINESS (3) 28 Paget Street		MAILING ADDRESS (4) P.O. Box 4000	
OFFICERS POSITION	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER (5) Michel Piche		New Liskeard Ont PQJ1P0	
	POSITION TITLE (6) CFO & VP Corporate Services		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY (7) Terry Deighton	
INDUSTRIAL SECTOR(S)	INDUSTRIAL SECTOR 1 (10) Telecommunication Carriers Industry		NO. OF EMPLOYEES 270	
	INDUSTRIAL SECTOR 2 (11)		NO. OF EMPLOYEES	
	INDUSTRIAL SECTOR 3 (12)		NO. OF EMPLOYEES	
	INDUSTRIAL SECTOR 4 (13)		NO. OF EMPLOYEES	
	NUMBER OF PERMANENT FULL-TIME EMPLOYEES (14) 224		NUMBER OF PERMANENT PART-TIME EMPLOYEES (15) 18	
EMPLOYMENT STATUS CATEGORIES	NUMBER OF TEMPORARY EMPLOYEES (16) 0		TOTAL EMPLOYEES IN CANADA (19) 270	

CERTIFICATION OF ACCURACY	I, (Name) <u>Michel Piche</u> , HEREBY CERTIFY ON BEHALF OF (Legal name of employer) <u>Northern Telephones LTD</u>	
	THAT THE INFORMATION CONTAINED IN FORMS 1 to 6 IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.	
DATE <u>MAY 26, 1998</u>		SIGNATURE _____

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Name of Business:	Northern Telephone Limited	Industrial Sector:	Telecommunication Carriers Industry	Reporting Period:	1997
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Location	<input checked="" type="checkbox"/> National (Canada)	<input type="checkbox"/> Province / Territory (specify)	<input type="checkbox"/> Designated CMA (specify)									
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities			
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
Senior Managers	\$100,000 and over	4	1	1								
		3										
	\$95,000 - \$99,999	2										
		1	4	3	1							
Middle and Other Managers	\$85,000 - \$89,999	4	7	6	1			1				
		3	9	7	2							
	\$80,000 - \$84,999	2	15	12	3					1		
		1	6	4	2							
Professionals	\$75,000 - \$79,999	4	3	2	1			1				
		3	15	13	2			1		1		
		2	2	2								
Semi-Professionals and Technicians	\$65,000 - \$69,999	1	3	2	1							
		4	29	29				3				
	\$60,000 - \$64,999	2										
		1	2	2								
Supervisors	\$55,000 - \$59,999	4	1	1								
		3	7	3	4							
	\$50,000 - \$54,999	2										
		1	4	2	2							
Supervisors: Crafts and Trades	\$45,000 - \$49,999	4	2	2								
		3										
	\$40,000 - \$44,999	2	6	6								
		1	1	1					1			
Administrative and Senior Clerical Personnel	\$35,000 - \$39,999	4	1		1							
		3	2		2							
	\$30,000 - \$34,999	2										
		1	1	1								

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Name of Business: Northern Telephone Limited		Location: <input checked="" type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)		Industrial Sector: Telecommunication Carriers Industry		Reporting Period: 1997					
				<input type="checkbox"/> Designated CMA (specify)							
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel		4									
		2									
	1										
	4	1									
Skilled Crafts and Trades Workers	\$ 60,000 - \$64,999	3									
		2	14	14							
	\$ 40,000 - \$44,999	1	17	16	1		2	2		1	1
		4	7	3	4		1	1			
Clerical Personnel	\$ 48,000 - \$49,999	3	9	2	7		1				
		2	25		25						
	\$ 25,000 - \$29,999	1	30		30		2	2			
		4									
Intermediate Sales and Service Personnel		3									
		2									
Semi-Skilled Manual Workers		1									
		4									
		3									
		2									
Other Sales and Service Personnel		1									
		4									
		3									
		2									
Other Manual Workers		1									
		4									
		3									
		2									
TOTAL NUMBER OF EMPLOYEES			224	134	90		14	10	4	4	4

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2

Name of Business: Northern Telephone Limited		Industrial Sector: Telecommunication Carriers Industry		Reporting Period: 1997				
Location	<input checked="" type="checkbox"/> National (Canada)	<input type="checkbox"/> Province / Territory (specify)	<input type="checkbox"/> Designated CMA (specify)	Members of Visible Minorities				
Occupational Groups	Top and bottom of salary range	Quarter	All Employees	Aboriginal Peoples	Persons with Disabilities	Total Number	Men	Women
			Total Number	Total Number	Total Number			
Senior Managers		4						
		3						
		2						
		1						
Middle and Other Managers		4						
		3						
		2						
		1						
Professionals		4						
		3						
		2						
		1						
Semi-Professionals and Technicians		4						
		3						
		2						
		1						
Supervisors		4						
		3						
		2						
		1						
Supervisors: Crafts and Trades		4						
		3						
		2						
		1						
Administrative and Senior Clerical Personnel		4						
		3						
		2						
		1						

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Name of Business: Northern Telephone Limited		Province / Territory (specify)		Industrial Sector: Telecommunication Carriers Industry		Designated CMA (specify)		Reporting Period: 1997						
Location	<input checked="" type="checkbox"/> National (Canada)	<input type="checkbox"/>	Top and bottom of salary range	Quarter	Total Number	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
						Men	Women	Total Number	Men	Women	Total Number	Men	Women	
Occupational Groups	Skilled Sales and Service Personnel			4										
				3										
				2										
				1										
Skilled Crafts and Trades Workers				4										
				3										
				2										
				1										
Clerical Personnel		\$ 30,000 - \$34,999		4			2							
				3			12							
				2			2							
				1			2							
Intermediate Sales and Service Personnel				4										
				3										
				2										
				1										
Semi-Skilled Manual Workers				4										
				3										
				2										
				1										
Other Sales and Service Personnel				4										
				3										
				2										
				1										
Other Manual Workers				4										
				3										
				2										
				1										
TOTAL NUMBER OF EMPLOYEES				18	18									

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3

Name of Business: Northern Telephone Limited		Industrial Sector: Telecommunication Carriers Industry		Reporting Period: 1997					
Location	<input checked="" type="checkbox"/> National (Canada)	<input type="checkbox"/> Province / Territory (specify)							
Salary Ranges	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Under \$15,000									
\$15,000 - \$19,999									
\$20,000 - \$24,999									
\$25,000 - \$29,999	17		17						
\$30,000 - \$34,999	38		38		2	2			
\$35,000 - \$39,999	1		1						
\$40,000 - \$44,999	8		8		1	1			
\$45,000 - \$49,999	30	26	4		3	3			
\$50,000 - \$54,999	58	49	9		6	6	1	1	
\$55,000 - \$59,999	54	44	10		2	1	3	3	
\$60,000 - \$64,999	13	11	2		1	1			
\$65,000 - \$69,999									
\$70,000 - \$74,999									
\$75,000 - \$79,999	1		1						
\$80,000 - \$84,999	4	4							
\$85,000 - \$89,999									
\$90,000 and over									
TOTAL NUMBER OF EMPLOYEES	224	134	90		14	10	4	4	



Human Resources
Development Canada

Form 3

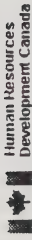
SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Name of Business Northern Telephone Limited		Industrial Sector Telecommunication Carriers Industry				Reporting Period: 1997							
Location <input checked="" type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)													
Salary Ranges		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Under \$5,000													
\$ 5,000 - \$ 7,499													
\$ 7,500 - \$ 9,999													
\$ 10,000 - \$12,499													
\$ 12,500 - \$14,999													
\$ 15,000 - \$17,499													
\$ 17,500 - \$19,999													
\$ 20,000 - \$22,499		1	1										
\$ 22,500 - \$24,999		1		1									
\$ 25,000 - \$29,999		11		11									
\$ 30,000 - \$34,999		5		5									
\$ 35,000 - \$39,999													
\$ 40,000 - \$49,999													
\$ 50,000 and over													
TOTAL NUMBER OF EMPLOYEES		18		18									

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4

Name of Business		Location		Province / Territory (specify)		Industrial Sector		Telecommunication Carriers Industry		Reporting Period: 1997	
Northern Telephone Limited		<input checked="" type="checkbox"/> National (Canada)		<input type="checkbox"/> Province / Territory (specify)							
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities			
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number
Senior Managers		2	2								
Middle and Other Managers		4	4								
Professionals		3	3								
Semi-Professionals and Technicians											
Supervisors		2	1	1							
Supervisors: Crafts and Trades		2	2								
Administrative and Senior Clerical Personnel											
Skilled Sales and Service Personnel											
Skilled Crafts and Trades Workers											
Clerical Personnel											
Intermediate Sales and Service Personnel											
Semi-Skilled Manual Workers											
Other Sales and Service Personnel											
Other Manual Workers											
TOTAL NUMBER OF EMPLOYEES HIRED		13	12	1							



PERMANENT PART-TIME EMPLOYEES HIRED

Form 4

Name of Business: Northern Telephone Limited		Industrial Sector: Telecommunication Carriers Industry				Reporting Period: 1997					
Location	<input checked="" type="checkbox"/> National (Canada)	<input type="checkbox"/> Province / Territory (specify)	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers											
Middle and Other Managers											
Professionals											
Semi-Professionals and Technicians											
Supervisors											
Supervisors: Crafts and Trades											
Administrative and senior Clerical Personnel											
Skilled Sales and Service Personnel											
Skilled Crafts and Trades Workers											
Clerical Personnel			2		2						
Intermediate Sales and Service Personnel											
Semi-Skilled Manual Workers											
Other Sales and Service Personnel											
Other Manual Workers											
TOTAL NUMBER OF EMPLOYEES HIRED			2		2						

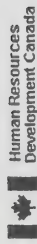
PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5

Name of Business		Northern Telephone Limited		Industrial Sector		Telecommunication Carriers Industry		Reporting Period: 1987			
Location		<input checked="" type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number
Occupational Groups											
Senior Managers											
Middle and Other Managers		4	3	1				1			
Professionals		1	1								
Semi-Professionals and Technicians		1	1								
Supervisors		1		1							
Supervisors: Crafts and Trades											
Administrative and Senior Clerical Personnel											
Skilled Sales and Service Personnel											
Skilled Crafts and Trades Workers		1	1								
Clerical Personnel		1		1							
Intermediate Sales and Service Personnel											
Semi-Skilled Manual Workers											
Other Sales and Service Personnel											
Other Manual Workers											
TOTAL NUMBER OF EMPLOYEES PROMOTED		9	6	3				1	1		
TOTAL NUMBER OF PROMOTIONS		9	6	3				1	1		

PERMANENT PART-TIME EMPLOYEES PROMOTED
Form 5

Name of Business: Northern Telephone Limited		Industrial Sector: Telecommunication Carriers Industry		Reporting Period: 1987					
Location	<input checked="" type="checkbox"/> National (Canada)	<input type="checkbox"/> Province / Territory (specify)							
Occupational Groups	All Employees			Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers									
Middle and Other Managers									
Professionals									
Semi-Professionals and Technicians									
Supervisors									
Supervisors: Crafts and Trades									
Administrative and senior Clerical Personnel									
Skilled Sales and Service Personnel									
Skilled Crafts and Trades Workers									
Clerical Personnel									
Intermediate Sales and Service Personnel									
Semi-Skilled Manual Workers									
Other Sales and Service Personnel									
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES PROMOTED									
TOTAL NUMBER OF PROMOTIONS									



Human Resources
Development Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

Name of Business: Northern Telephone Limited		Industrial Sector: Telecommunication Carriers Industry										Reporting Period: 1997			
Location		<input checked="" type="checkbox"/> National (Canada)		<input type="checkbox"/> Province / Territory (specify)											
Occupational Groups		All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Number Col. 1	Men Col. 2	Women Col. 3	Total Number Col. 4	Men Col. 5	Women Col. 6	Total Number Col. 7	Men Col. 8	Women Col. 9	Total Number Col. 10	Men Col. 11	Women Col. 12		
Senior Managers															
Middle and Other Managers		7	6	1				1							
Professionals		1	1												
Semi-Professionals and Technicians		2	2												
Supervisors		6	2	4											
Supervisors: Crafts and Trades		3	1	2				1		1					
Administrative and Senior Clerical Personnel															
Skilled Sales and Service Personnel															
Skilled Crafts and Trades Workers		4	4												
Clerical Personnel		14		14											
Intermediate Sales and Service Personnel															
Semi-Skilled Manual Workers															
Other Sales and Service Personnel															
Other Manual Workers															
TOTAL NUMBER OF EMPLOYEES TERMINATED		37	16	21				2		2					



PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Name of Business: Northern Telephone Limited		Industrial Sector: Telecommunication Carriers Industry										Reporting Period: 1997			
Location		<input checked="" type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number Col. 1	Men Col. 2	Women Col. 3	Total Number Col. 4	Men Col. 5	Women Col. 6	Total Number Col. 7	Men Col. 8	Women Col. 9	Total Number Col. 10	Men Col. 11	Women Col. 12		
Occupational Groups															
Senior Managers															
Middle and Other Managers															
Professionals															
Semi-Professionals and Technicians															
Supervisors		1		1											
Supervisors: Crafts and Trades															
Administrative and Senior Clerical Personnel															
Skilled Sales and Service Personnel															
Skilled Crafts and Trades Workers		3	2	1											
Clerical Personnel		2		2											
Intermediate Sales and Service Personnel															
Semi-Skilled Manual Workers															
Other Sales and Service Personnel															
Other Manual Workers															
TOTAL NUMBER OF EMPLOYEES TERMINATED		6	2	4											

CA1
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009013

**1998: Annual Employer's Report
For the year ending December 1997
Employment Equity Act**

**1998 : Rapport annuel de l'employeur
pour l'année se terminant en décembre 1997
Loi sur l'équité en matière d'emploi**

BC Tel

**Compagnie de téléphone de la Colombie-
Britannique**

RÉVISÉ/REVISED

1997 REPORT ON EMPLOYMENT EQUITY ACTIVITIES

I General Overview

At BC TEL, we've been in the business of connecting our customers to each other — and to the world — for more than 100 years. As the largest provider of telecommunications products and services in B.C., we take pride in providing our customers with innovative communication solutions.

On January 1, 1998, the local service market was opened up to competition. Unlike the advent of long-distance competition six years ago, local-service competition will likely roll out at a slower pace, with an initial focus on urban business markets.

In 1997 Don Calder was appointed BC TELECOM's new CEO. This resulted in a functional organizational structure comprising of operations, sales & service and marketing. This new structure affected the occupational group distribution slightly as some positions were reclassified resulting in movement between occupational groups.

In addition, we offered early retirement and voluntary separation packages to eligible management, exempt and bargaining unit employees. Approximately 385 employees took advantage of these offers.

II Quantitative Information

Given the many changes in reporting requirements, our 1997 report differs considerably from previous years. With the conversion to NOC and the expansion of the occupational categories from 12 to 14, our workforce was re-distributed making year to year comparisons virtually meaningless.

However, the majority of variances can be attributed to the way in which we capture data when employees change status from temporary to regular. In the past, this transaction was recorded on Form 4 (Hires). Now these employees appear on Form 2 (Occupational Groups).

Other factors which contribute to the variances include lateral movements between and within occupational groups and changes in employee service classifications (e.g. full-time to part-time and vice versa).

III Qualitative Measures

COMMUNICATION

At BC TEL, we use voice mail, bulletins, brochures, publications, awareness campaigns and our in-house intranet to communicate our employment equity activities and initiatives to our employees. For example, when we introduced the Joint Workplace Harassment Policy (JWHP) employee presentations, we used voice mail and bulletins (hard copy and via the intranet); we provided

information kits and correspondence to all managers; and we created a JWHP brochure to give to all employees.

When we introduced our intranet service, we established a virtual human resources website. From there we created an employment equity webpage which includes on-line versions of our JWHP brochure, JWHP schedule of presentations, various diversity events and a multicultural calendar. In the Network Services section of the intranet, community profiles for each of the 197 First Nations communities in British Columbia have been established. This information helps us to better work with and relate to our First Nations customers.

Other avenues we use to communicate include a weekly on-line publication and a monthly video journal. We highlight BC TEL's involvement in events such as Chinese New Year, National Aboriginal Day and Multiculturalism Week.

In terms of external communications, we created our "BC TEL Community Investment Program" brochure to guide Aboriginal communities or organizations in accessing funds for sponsorship or donation towards community based events. In addition, we use our monthly bill insert called "Dialogue" to communicate various initiatives and activities to our customers. As well, we advertise for employment opportunities in both mainstream and community papers.

EQUITY ENVIRONMENT

For several years, BC TEL has launched employee awareness campaigns for Multiculturalism Week and National Access Awareness Week. These displays consists of posters, banners and bulletins which are distributed to various locations throughout the province. Recently, we have recognized the International Day for the Elimination of Racism and National Aboriginal Day.

Our Employee Support Services department helps to foster an equity environment by researching and developing policies on flexible work options such as job sharing, flex time and telecommuting. This group also develops, administers and summarizes our annual Pulsecheck survey. This employee survey is a quantitative measure of how BC TEL's managers are supporting their employees. BC TEL's Employee Advocate is also a part of this group. It's mandate is to act as an impartial champion to promote fair treatment of all employees' concerns and issues.

The Joint Workplace Harassment committee continues to further the aims of employment equity as stated in the legislation. Joint Workplace Harassment Policy information sessions to all bargaining unit employees began in October 1997 and will continue until all employees have had the opportunity to attend. Additionally, a Joint Pay Equity committee has been established to investigate and resolve pay equity issues.

BC TEL's Health Services department offers all employees occupational health assessments and counselling. As well, staff members will provide work station assessments to ensure the design and set up are ergonomically correct. The Employee Assistance Program provides a wide range of services such as stress management and employee counselling.

As part of our Aboriginal Relations Program, we developed a brochure which outlines our commitment to working in partnership with Aboriginal people and communities to reach mutually developed and beneficial goals.

BC TEL continues to participate in and/or sponsor community events supporting designated groups, e.g. Walk with the Dragon, Multicultural Society of Kelowna, 1997 North American Indigenous Games, BC TEL Pioneers / Volunteer Centre, partnership projects, employer panels and presentations.

EMPLOYMENT SYSTEMS

All policies and practices at BC TEL are reviewed and monitored on an ad hoc and on-going basis. This has resulted in the creation of some policy statements as well as some fine tuning to already existing policies.

Our employment centre recently reviewed their pre-employment test batteries and have since introduced culture neutral tests.

INITIATIVES FOR DESIGNATED GROUPS

Recruitment

Again this year, BC TEL co-sponsored and participated in the Native Education Centre's Career Fair by staffing a booth with equity and employment representatives. We provided the many students with information about our organization and how to apply for employment. We also received a number of resumes from highly skilled individuals.

In our operator service, sales and customer service departments, we have positions which require employees to speak Cantonese and/or Mandarin or Punjabi. When hiring for these positions, the employment centre conducts outreach recruitment. As a result, we have forged strong relationships with community organizations such as Mosaic and SUCCESS.

When hiring, the employment centre considers all information available in order to assess designated group candidates. As well, designated group members are targeted when hiring for our Engineers in Training program and other electronics and technical vacancies.

Occasionally, we hire people on a contractual basis to help with specific tasks such as mass mailouts. In these instances, we use designated group organizations such as North Shore Employment Services and The Semiahmoo House Society.

As part of our employment equity program, we offer informational interviews for designated group members. This may involve coaching and/or counselling on how to become competitive for employment or may mean providing information about the skills needed for various positions. Competitive candidates are referred to the employment centre for further consideration.

In an effort to maintain community relationships, BC TEL continues to liaise with many designated group organizations and agencies regarding employment and development opportunities, e.g. IAM

Cares, BC Paraplegic Assoc., Canadian Council for Aboriginal Business, Burnaby Multicultural Society, Equity West, Polaris Employment Services, Vancouver Neurological Centre, First Nations Focus, Women in Trades and Technology and the Western Institute for the Deaf and Hard of Hearing.

Training & Development

The following are some external training and development initiatives we have undertaken in support of designated groups:

- conduct mock interviews for persons with disabilities for Vancouver Community College's Adult Education Program
- provide work experience practicums for the Native Education Centre, Kwantlen University College and Douglas College
- support Open Learning Agency's Access Ability Computer Training Program for persons with disabilities

The following are some internal training and development initiatives we have undertaken in support of designated groups:

- provide overviews of the JWHP on an as-requested basis to management employees
- support the leadership assessment program (an accelerated development program for employees wanting to obtain entry level management positions)
- provide aboriginal cross cultural awareness workshops
- provide communicating across cultures awareness training

In addition, the BC TEL Education Centre will deliver current curriculum or provide on site customized training for First Nations people in their communities. They also provide diversity awareness and human rights training.

Promotion

For our executive and senior management positions, we have an established leadership development program. In addition, career counselling for our managers is available through our Human Resources department. For our bargaining unit employees, we offer a self-directed career resource centre which includes information on different career paths and various educational options.

Retention & Termination

BC TEL established its Career Transition Centre (CTC) in 1995 to provide leading-edge, professional resources to empower individuals to proactively manage their career transition. The Centre ensures all terminations are handled in a fair and equitable manner. Training is provided to managers conducting termination meetings to ensure that the respect and dignity of employees leaving the Company are maintained.

Furthermore, the CTC initiates a customer satisfaction survey with participants on an annual basis in order to measure the service provided. All workshop presenters receive feedback from participants after each workshop.

Since 1997, the CTC has provided managers returning from long term disability the opportunity to re-establish their working routine prior to returning to work. These managers can attend workshops, upgrade their computer skills, apply for jobs and build a network of contacts.

We are currently reviewing our exit interview process to ensure designated group members are not leaving in disproportionate numbers to other employees.

Reasonable Accommodation

At BC TEL we provide accommodation for reasons including disability, religion, culture, family status and health. The BC TEL Human Rights Coordinator and the TWU Human Rights Officer are responsible for investigating and resolving discrimination and human rights issues.

Some examples of accommodative measures include ensuring buildings are accessible and user-friendly (e.g. ramps, doors, elevators) to accommodate disabled people, providing alternate work schedules to accommodate religious observances and establishing a Scented Product Policy to accommodate employees with allergies.

We also liaise with external organizations when exploring adaptive equipment options. These organizations include the Canadian National Institute for the Blind, JANA and The Aroga Group.

BC TEL has a Return to Work Program which is a healthcare initiative for workplace re-integration due to illness or injury. This may involve job modification, support and/or counselling by occupational health professionals. As well, we established a Suitable Work Committee which attempts to find alternative opportunities for those employees who are unable to continue in their current position due to accident or illness.

CONSTRAINTS

Although we conducted targeted outreach recruitment at the universities and colleges, we experienced a limited number of women engineering, electronics, telecommunications and computer maintenance graduates to draw from when hiring for our summer positions.

In addition, we had a low response rate to our voluntary self-identification survey. This has prompted us to review the process and put some action plans in place. These future strategies may include employee presentations about employment equity.

Technical / Systems

1997 was a year of transition and change in terms of employment equity reporting. The following outlines some of these changes:

- the change from our in-house information system to PeopleSoft
- the amendments to the employment equity legislation and the impacts on reporting requirements
- the new release of the EECRS reporting software

Our change to the PeopleSoft system greatly impacted the way the data was captured. Screens had to be created and customized to ensure data integrity. As well, existing data check programs had to be re-written and converted to the PeopleSoft format.

The amendments made to the legislation redefining the reporting requirements also had an impact. The late arrival of Guideline 11 caused a delay in final versions of our export programs. In some cases, we had to modify programs to ensure data compliance.

The greatest impact for 1997 reporting was the new EECRS software program. There was a delay in receiving the software from HRDC. When we did receive it, the user guide was omitted from the package. We obtained a copy of it from another employer a week later when they told us of its existence.

Problems were also experienced when importing the data - the user guide and the file format required further clarification from HRDC. Delays were experienced when trying to obtain this information. In the meantime, we contacted other employers and shared information. Because of these delays, the timeframes established to produce the report had to be re-adjusted and resources re-allocated. During this same timeframe, major work was being done in our production environment which limited our opportunities to examine and refine the data. Given these various events and constraints, we were granted a late filing date of June 15.

CONSULTATIONS WITH EMPLOYEE REPRESENTATIVES

The Joint Workplace Harassment Policy and associated joint training is a good working successful example of consultation and collaboration between the company and the union. There has been a very cooperative ongoing relationship between the BC TEL Human Rights Coordinator and the TWU Human Rights Officer in investigating and resolving human rights issues.

A Joint Employment Equity Committee was established 1Q98 to expand and enhance our employment equity initiatives.

Every year, a copy of BC TEL's Employment Equity Report and Executive Summary is sent to the President of the Telecommunication Workers Union for their review.

FUTURE STRATEGIES

The following outlines some of our initiatives in place since 1997 as well as some of our future strategies:

- We are exploring the possibility of implementing an Aboriginal scholarship program.
- Our Safety department is in the process of developing a violence in the workplace policy.
- A mentoring program for women into senior management is being assessed.
- We will be introducing the British Columbia Aboriginal Business Directory to the BC TEL Intranet. This directory will promote the development of business opportunities with (and for) Aboriginal business in British Columbia.
- The Employment Centre has changed the wording of their advertisements to encourage designated groups to apply.
- A tracking system is being developed by the Employment Centre to ensure designated group applicants are 'flagged' and given special consideration.

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

Form 1

IDENTIFICATION		FULL LEGAL NAME (1) BC TEL		COMMON OR BUSINESS NAME (2) BC TEL	
ADDRESS		ADDRESS OF PRINCIPAL PLACE OF BUSINESS (3) 3777 Kingsway		MAILING ADDRESS (4) 21 - 3777 Kingsway	
OFFICERS		NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER (5) Don A. Calder		Burnaby BC V5H3Z7	
POSITION		POSITION TITLE (6) President & C.E.O		(7) Paul D. Smith	
INDUSTRIAL SECTOR(S)		INDUSTRIAL SECTOR 1 (10) Telecommunication Carriers Industry		DESIGNATED C.M.A.s (17) 0	
		INDUSTRIAL SECTOR 2 (11)		Calgary 0	
		INDUSTRIAL SECTOR 3 (12)		Edmonton 0	
		INDUSTRIAL SECTOR 4 (13)		Halifax 0	
EMPLOYMENT STATUS CATEGORIES		NUMBER OF PERMANENT FULL-TIME EMPLOYEES (14) 9792		Montreal 0	
		NUMBER OF PERMANENT PART-TIME EMPLOYEES (15) 544		Regina 0	
		NUMBER OF TEMPORARY EMPLOYEES (16) 784		Toronto 0	
				Sask 0	
				Alta 0	
				Nfld 0	
				Yt 0	
				NWT 0	
CERTIFICATION OF ACCURACY		HEREBY CERTIFY ON BEHALF OF (Legal name of employer) <u>BC TEL</u>		TOTAL EMPLOYEES IN CANADA (19) 11632	

THAT THE INFORMATION CONTAINED IN FORMS 1 to 6 IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.

DATE June 15, 1993

SIGNATURE

Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry		Form 2					
Location <input checked="" type="checkbox"/> National (Canada)		Province / Territory (specify) <input type="checkbox"/>		Reporting Period: 1997					
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
Top and bottom of salary range		Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number
Senior Managers	\$100,000 and over	4	1	1					
		3	2	2					
		2	10	8	2				
	\$ 85,000 - \$89,999	1	61	51	10				1
Middle and Other Managers	\$100,000 and over	4	12	10	2				1
		3	120	99	21				
		2	724	486	238	1			
	\$ 40,000 - \$44,999	1	136	70	66				
Professionals	\$100,000 and over	4	12	10	2				
		3	313	224	89				
		2	173	86	87	1			
	\$ 30,000 - \$34,999	1	46	23	23				
Semi-Professionals and Technicians	\$ 75,000 - \$79,999	4	9	9					
		3	115	115					
		2	476	434	42	2			
	\$ 30,000 - \$34,999	1	4	1	3	1			
Supervisors	\$ 80,000 - \$84,999	4	45	28	17				
		3	103	25	78	2			
		2	39	14	25				
	\$ 35,000 - \$39,999	1	25	11	14				
Supervisors: Crafts and Trades	\$ 95,000 - \$99,999	4	1	1					
		3	86	82	4				
		2	30	23	7	1			
	\$ 40,000 - \$44,999	1	13	11	2				
Administrative and Senior Clerical Personnel	\$ 65,000 - \$69,999	4	2	2					
		3	9		9				
		2	48		48				
	\$ 30,000 - \$34,999	1	9	1	8			1	



Human Resources
Development Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2

Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry		Reporting Period: 1997										
Location: <input checked="" type="checkbox"/> National (Canada)		Province / Territory (specify)		<input type="checkbox"/> Designated CMA (specify)										
Occupational Groups	Top and bottom of salary range	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities						
		Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women			
Skilled Sales and Service Personnel	\$100,000 and over	4	2	2										
	\$ 35,000 - \$39,999	3	37	21	16									
		2	87	56	31	1								
		1	992	82	910	14	2	12	15	4	1			
Skilled Crafts and Trades Workers	\$ 55,000 - \$59,999	4	79	79										
		3	2932	2755	177									
	\$ 35,000 - \$39,999	2	38	10	28									
		1	30	28	2									
Clerical Personnel	\$ 60,000 - \$64,999	4	75	11	64	1								
		3	605	24	581	4								
	\$ 25,000 - \$29,999	2	1556	128	1428	24	2	22	4	20				
		1	13	3	10									
Intermediate Sales and Service Personnel	\$ 80,000 - \$84,999	4	19	18	1									
		3												
	\$ 30,000 - \$34,999	2	5	1	4									
		1	303	82	221	1	1							
Semi-Skilled Manual Workers	\$ 45,000 - \$49,999	4	3	1	2									
		3	105	59	46									
	\$ 35,000 - \$39,999	2	52	11	41									
		1	15	6	9									
Other Sales and Service Personnel	\$ 60,000 - \$64,999	4	80	79	1									
		3	4	3	1									
	\$ 35,000 - \$39,999	2	2		2									
		1	134	89	45									
Other Manual Workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			9792	5373	4419	62	19	43	135	81	54	620	348	272



OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2

Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry		Reporting Period: 1997						
Location: <input checked="" type="checkbox"/> National (Canada)		<input type="checkbox"/> Province / Territory (specify)		<input type="checkbox"/> Designated CMA (specify)						
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Senior Managers		4								
		3								
		2								
		1								
Middle and Other Managers	\$ 40,000 - \$44,999	4	3							
		3	1							
	\$ 25,000 - \$29,999	2	3							
		1	1							
Professionals	\$ 55,000 - \$59,999	4	6							
		3								
	\$ 25,000 - \$29,999	2	9							
		1	7							
Semi-Professionals and Technicians		4								
		3								
		2								
		1								
Supervisors	\$ 40,000 - \$44,999	4	1							
		3	2							
	\$ 30,000 - \$34,999	2	4	2						
		1	6							
Supervisors: Crafts and Trades	\$ 40,000 - \$44,999	4	2							
		3								
	\$ 30,000 - \$34,999	2								
		1	1							
Administrative and Senior Clerical Personnel	\$ 40,000 - \$44,999	4	1							
		3								
	\$ 15,000 - \$19,999	2	1							
		1	2							



Human Resources
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OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2

Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry		Reporting Period: 1997								
Location <input checked="" type="checkbox"/> National (Canada)		Province / Territory (specify)		Designated CMA (specify)								
Occupational Groups	Top and bottom of salary range	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities				
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
Skilled Sales and Service Personnel	\$ 45,000 - \$49,999	159	2	157				6		6		
		3		3								
	\$ 5,000 - \$ 9,999	66	5	61				6		6		
		1	6	6				1		1		
Skilled Crafts and Trades Workers	\$ 25,000 - \$29,999	4										
		3										
	\$ 25,000 - \$29,999	2										
		1	2	2								
Clerical Personnel	\$ 40,000 - \$44,999	4	77	2	75							
		3	4		4							
	\$ 5,000 - \$ 9,999	2	21	21				2		2		
		1	14	2	12		1	1		1		
Intermediate Sales and Service Personnel	\$ 40,000 - \$44,999	4	20		20							
		3	13	5	8							
	\$ 15,000 - \$19,999	2	20	7	13							
		1	89	39	50							
Semi-Skilled Manual Workers		4										
		3										
		2										
		1										
Other Sales and Service Personnel		4										
		3										
		2										
		1										
Other Manual Workers		4										
		3										
		2										
		1										
TOTAL NUMBER OF EMPLOYEES		544	66	478			2	1	1	22	1	21



SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3

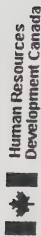
Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry										Reporting Period: 1997					
Location		Province / Territory (specify)		All Employees			Aboriginal Peoples			Persons with Disabilities		Members of Visible Minorities					
				Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
Salary Ranges																	
Under \$15,000																	
\$ 15,000 - \$19,999																	
\$ 20,000 - \$24,999																	
\$ 25,000 - \$29,999				5		5											
\$ 30,000 - \$34,999				36	17	19											
\$ 35,000 - \$39,999				976	102	874		1	17		17	4	13	29	4	25	
\$ 40,000 - \$44,999				857	183	674		6	1	5	12	3	9	65	17	48	
\$ 45,000 - \$49,999				1454	185	1269		16	2	14	20	5	15	103	20	83	
\$ 50,000 - \$54,999				792	183	609		2		2	13	4	9	58	19	39	
\$ 55,000 - \$59,999				3820	3456	364		16	14	2	54	53	1	171	148	23	
\$ 60,000 - \$64,999				413	199	214		2		2	3	1	2	55	28	27	
\$ 65,000 - \$69,999				1073	765	308		1		1	12	9	3	118	96	22	
\$ 70,000 - \$74,999				235	172	63					4	2	2	14	10	4	
\$ 75,000 - \$79,999				131	111	20		1	1					7	6	1	
\$ 80,000 - \$84,999																	
\$ 85,000 - \$89,999																	
\$ 90,000 - \$94,999																	
\$ 95,000 - \$99,999																	
\$ 100,000 and over																	
TOTAL NUMBER OF EMPLOYEES				9792	5373	4419		62	19	43	135	81	54	620	348	272	



SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3

Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry										Reporting Period: 1997			
Location		<input checked="" type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Viable Minorities		
Salary Ranges		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
Under \$5,000															
\$ 5,000 - \$ 7,499															
\$ 7,500 - \$ 9,999		3		3											
\$ 10,000 - \$12,499		1		1											
\$ 12,500 - \$14,999		1		1											
\$ 15,000 - \$17,499		15	2	13											
\$ 17,500 - \$19,999		21	5	16				1	1						
\$ 20,000 - \$22,499		117	30	87				1		1					
\$ 22,500 - \$24,999		42	13	29											
\$ 25,000 - \$29,999		30	3	27											
\$ 30,000 - \$34,999		26	5	21											
\$ 35,000 - \$39,999		71	5	66											
\$ 40,000 - \$49,999		211	3	208								1	1		
\$ 50,000 and over		6		6											
TOTAL NUMBER OF EMPLOYEES		544	66	478				2	1	1	22	1	21		



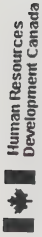
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PERMANENT FULL-TIME EMPLOYEES HIRED

Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry										Form 4			
Location	<input checked="" type="checkbox"/> National (Canada)	<input type="checkbox"/> Province / Territory (specify)	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		Reporting Period: 1997	
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
Senior Managers			4	4											
Middle and Other Managers			64	39	25							7	5	2	
Professionals			42	27	15							12	10	2	
Semi-Professionals and Technicians			5	3	2							1	1		
Supervisors			13	7	6							2	1	1	
Supervisors: Crafts and Trades			2	2											
Administrative and Senior Clerical Personnel			7		7										
Skilled Sales and Service Personnel			19	13	6										
Skilled Crafts and Trades Workers			50	46	4										
Clerical Personnel			57	6	51				1		1	2		2	
Intermediate Sales and Service Personnel			17	3	14										
Semi-Skilled Manual Workers			7		7							1		1	
Other Sales and Service Personnel			3	3											
Other Manual Workers															
TOTAL NUMBER OF EMPLOYEES HIRED			290	153	137				1		1	25	17	8	

PERMANENT PART-TIME EMPLOYEES HIRED

Name of Business: BC TEL		Form 4								
Location	<input checked="" type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)	Industrial Sector: Telecommunication Carriers Industry								
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers										
Middle and Other Managers										
Professionals		1		1						
Semi-Professionals and Technicians										
Supervisors		5	2	3						
Supervisors: Crafts and Trades										
Administrative and Senior Clerical Personnel										
Skilled Sales and Service Personnel		8	1	7						
Skilled Crafts and Trades Workers										
Clerical Personnel		3		3						
Intermediate Sales and Service Personnel		62	32	30						
Semi-Skilled Manual Workers										
Other Sales and Service Personnel										
Other Manual Workers										
TOTAL NUMBER OF EMPLOYEES HIRED		79	35	44						



Human Resources Development Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5

Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry										Reporting Period: 1997		
Location		<input checked="" type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities	
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
Occupational Groups														
Senior Managers		10	8	2								1	1	
Middle and Other Managers		196	116	80								23	15	
Professionals		57	34	23	1	1						6	5	
Semi-Professionals and Technicians		29	27	2								3	3	
Supervisors		41	19	22								2	2	
Supervisors: Crafts and Trades		18	15	3								2	2	
Administrative and Senior Clerical Personnel		10		10								2	2	
Skilled Sales and Service Personnel		167	22	145	3	1	2					12	2	
Skilled Crafts and Trades Workers		38	28	10								1	1	
Clerical Personnel		205	22	183	1		1					18	1	
Intermediate Sales and Service Personnel		37	12	25										
Semi-Skilled Manual Workers		6	2	4										
Other Sales and Service Personnel		12	11	1								1	1	
Other Manual Workers														
TOTAL NUMBER OF EMPLOYEES PROMOTED		826	316	510	5	2	3					71	29	
TOTAL NUMBER OF PROMOTIONS		827	317	510	5	2	3					71	29	

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5

Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry		Form 5					
Location	<input checked="" type="checkbox"/> National (Canada)	<input type="checkbox"/> Province / Territory (specify)	Reporting Period: 1997						
Occupational Groups	All Employees			Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers									
Middle and Other Managers									
Professionals	3		3						
Semi-Professionals and Technicians									
Supervisors	2		2						
Supervisors: Crafts and Trades									
Administrative and Senior Clerical Personnel									
Skilled Sales and Service Personnel	49	4	45					3	3
Skilled Crafts and Trades Workers									
Clerical Personnel	5		5						
Intermediate Sales and Service Personnel	2	1	1						
Semi-Skilled Manual Workers									
Other Sales and Service Personnel									
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES PROMOTED	61	5	56					3	3
TOTAL NUMBER OF PROMOTIONS	61	5	56					3	3



Human Resources
Development Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6

Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry										Reporting Period: 1997	
Location	<input checked="" type="checkbox"/> National (Canada)	<input type="checkbox"/> Province / Territory (specify)											
Occupational Groups			All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities				
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
Senior Managers	7	6	1							1	1		
Middle and Other Managers	80	51	29	1		1	1		1	7	4	3	
Professionals	37	23	14				1	1		8	6	2	
Semi-Professionals and Technicians	31	25	6							6	6		
Supervisors	15	4	11										
Supervisors: Crafts and Trades	10	10											
Administrative and Senior Clerical Personnel	7	1	6							1		1	
Skilled Sales and Service Personnel	39	13	26							2		2	
Skilled Crafts and Trades Workers	103	89	14	2	1	1	3	3		6	6		
Clerical Personnel	136	22	114	1		1	1	1	1	12	5	7	
Intermediate Sales and Service Personnel	33	11	22				2		2	8	2	6	
Semi-Skilled Manual Workers	5	4	1										
Other Sales and Service Personnel	12	10	2					1	1	1	1		
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES TERMINATED	515	269	246	4	1	3	9	5	4	52	31	21	



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PERMANENT PART-TIME EMPLOYEES TERMINATED

Name of Business: BC TEL

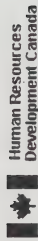
Location ☒ National (Canada) ☐ Province / Territory (specify)

Industrial Sector: Telecommunication Carriers Industry

Form 6

Reporting Period: 1997

Occupational Groups	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers												
Middle and Other Managers	2		2									
Professionals												
Semi-Professionals and Technicians												
Supervisors												
Supervisors: Crafts and Trades												
Administrative and Senior Clerical Personnel												
Skilled Sales and Service Personnel	6	2	4									
Skilled Crafts and Trades Workers										1	1	
Clerical Personnel	6	1	5									
Intermediate Sales and Service Personnel	9	3	6									
Semi-Skilled Manual Workers												
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES TERMINATED	23	6	17							1	1	



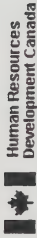
Human Resources
Development Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2

Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry		Reporting Period: 1997					
Location		Province / Territory (specify)		Designated CMA (specify)					
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
Top and Bottom of salary range		Men		Women		Men		Women	
National (Canada)		British Columbia		Men		Women		Men	
Quarter		Total Number		Total Number		Total Number		Total Number	
Senior Managers	\$100,000 and over	4	1						
		3	2						
	\$85,000 - \$89,999	2	10	8	2				1
Middle and Other Managers		1	61	51	10				1
	\$100,000 and over	4	12	10	2				
		3	119	99	20	1	1		11
Professionals	\$40,000 - \$44,999	2	721	483	238			4	3
		1	135	69	66			2	2
	\$100,000 and over	4	12	10	2				2
Semi-Professionals and Technicians	\$30,000 - \$34,999	2	173	86	87	1	1	11	8
		1	46	23	23			1	1
	\$75,000 - \$79,999	4	9	9					1
Supervisors	\$80,000 - \$84,999	3	115	115		2	2	1	1
		2	476	434	42	1	1	8	7
	\$35,000 - \$39,999	1	4	1	3				1
Supervisors: Crafts and Trades	\$80,000 - \$84,999	4	45	28	17		2		2
		3	103	25	78	2		2	8
	\$35,000 - \$39,999	2	39	14	25				2
Administrative and Senior Clerical Personnel	\$85,000 - \$89,999	1	25	11	14				1
		4	1	1					
	\$40,000 - \$44,999	3	86	82	4				1
Administrative and Senior Clerical Personnel	\$65,000 - \$69,999	2	30	23	7	1	1		1
		1	13	11	2				2
	\$30,000 - \$34,999	4	2		2				
Administrative and Senior Clerical Personnel	\$65,000 - \$69,999	3	9	9					1
		2	48		48			1	9
	\$30,000 - \$34,999	1	9	1	8				3

Location	<input type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Province / Territory (specify)	British Columbia	Designated CMA (specify)										Reporting Period: 1997
				Telecommunication Carriers Industry										
Occupational Groups	Top and bottom of salary range	Quarter	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel	\$100,000 and over	4	2	2										
		3	37	21	16						1			
	\$35,000 - \$39,999	2	87	56	31	1		1						
		1	992	82	910	14	2	12	16	1	15	52	4	1
Skilled Crafts and Trades Workers	\$55,000 - \$59,999	4	79	79										
		3	2832	2755	177	9	9		43	42	1	83	80	3
	\$35,000 - \$39,999	2	38	10	28							3	1	2
		1	30	28	2							3	1	
Clerical Personnel	\$50,000 - \$54,999	4	75	11	64	1		1						
		3	605	24	581	4		4				7	1	6
	\$25,000 - \$29,999	2	1556	128	1428	24	2	22	26	6	4	55	2	53
		1	13	3	10							79	7	72
Intermediate Sales and Service Personnel	\$80,000 - \$84,999	4	19	18	1									
		3									1			
	\$30,000 - \$34,999	2	5	1	4									
		1	303	82	221	1	1		6	2	4	2		2
Semi-Skilled Manual Workers	\$45,000 - \$49,999	4	3	1	2									
		3	105	59	46									
	\$35,000 - \$39,999	2	52	11	41				3	3		4	4	
		1	15	6	9							3	3	
Other Sales and Service Personnel	\$50,000 - \$54,999	4	80	79	1									
		3	4	3	1						1		1	1
	\$35,000 - \$39,999	2	2		2							7	7	
		1	134	89	45							1	1	
Other Manual Workers		4									2	1	11	
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			9787	5369	4418	62	19	43	135	81	54	620	348	272

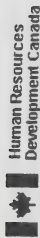


Human Resources
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OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2

Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry		Reporting Period: 1997						
Location: <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) British Columbia		Designated CMA (specify)								
Occupational Groups	Top and bottom of salary range	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		4								
		3								
		2								
		1								
Middle and Other Managers	\$ 40,000 - \$44,999	3		3						
		3		1						
	\$ 25,000 - \$29,999	3		3						
		1		1						
Professionals	\$ 55,000 - \$59,999	4		6		6				
		3								
	\$ 25,000 - \$29,999	9		9				1		1
		7		7				1		1
Semi-Professionals and Technicians		4								
		3								
		2								
		1								
Supervisors	\$ 40,000 - \$44,999	4		1		1				1
		3		2		2				1
	\$ 30,000 - \$34,999	2		2		2				
		1		6		6				1
Supervisors: Crafts and Trades	\$ 40,000 - \$44,999	4		2		2				
		3								
	\$ 30,000 - \$34,999	2								
		1		1		1				
Administrative and Senior Clerical Personnel	\$ 40,000 - \$44,999	4		1		1				
		3								
	\$ 15,000 - \$19,999	2		1		1				
		1		2		2				1



OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2

Name of Business: BC TEL		Province / Territory (specify)		British Columbia		Industrial Sector: Telecommunication Carriers Industry		Reporting Period: 1997						
Location		National (Canada)		Top and bottom of salary range		All Employees		Designated CMA (specify)						
		<input checked="" type="checkbox"/>				<div> <div>Quarter</div> <div> <div>Total Number</div> <div>Men</div> <div>Women</div> </div> </div>		<div> <div>Aboriginal Peoples</div> <div> <div>Total Number</div> <div>Men</div> <div>Women</div> </div> </div>		<div> <div>Persons with Disabilities</div> <div> <div>Total Number</div> <div>Men</div> <div>Women</div> </div> </div>		<div> <div>Members of Visible Minorities</div> <div> <div>Total Number</div> <div>Men</div> <div>Women</div> </div> </div>		
Occupational Groups	Skilled Sales and Service Personnel	\$ 45,000 - \$49,999	4	159	2	157						6		6
			3	3		3								
			2	66	5	61							6	
			1	6		6			1		1		1	
Skilled Crafts and Trades Workers	\$ 25,000 - \$29,999	4												
		3												
		2												
		1	2		2									
Clerical Personnel	\$ 40,000 - \$44,999	4	77	2	75									
		3	4		4									
		2	21		21							2		2
		1	14	2	12			1		1		1		1
Intermediate Sales and Service Personnel	\$ 40,000 - \$44,999	4	20		20									
		3	13	5	8									
		2	20	7	13									
		1	89	39	50									
Semi-Skilled Manual Workers	\$ 15,000 - \$19,999	4												
		3												
		2												
		1												
Other Sales and Service Personnel		4												
		3												
		2												
		1												
Other Manual Workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			544	66	478			2	1	1	22	1	21	



Human Resources
Development Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form **3**

Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry										Reporting Period: 1997	
Location	<input type="checkbox"/> National (Canada)	<input checked="" type="checkbox"/> Province / Territory (Specify)	British Columbia		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
Salary Ranges			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	
Under \$15,000													
\$ 15,000 - \$19,999													
\$ 20,000 - \$24,999													
\$ 25,000 - \$29,999	5		5										
\$ 30,000 - \$34,999	36	17	19										
\$ 35,000 - \$37,499	976	102	874	18	1	17	4	13	29	4	25		
\$ 37,500 - \$39,999	857	183	674	6	1	5	3	9	65	17	48		
\$ 40,000 - \$44,999	1454	185	1269	16	2	14	5	15	103	20	83		
\$ 45,000 - \$49,999	792	183	609	2		2	4	9	58	19	39		
\$ 50,000 - \$59,999	3819	3455	364	16	14	2	53	1	171	148	23		
\$ 60,000 - \$69,999	413	199	214	2	2	2	1	2	55	28	27		
\$ 70,000 - \$84,999	1070	762	308	1	1	1	9	3	118	96	22		
\$ 85,000 - \$99,999	235	172	63				4	2	14	10	4		
\$100,000 and over	130	111	19	1	1				7	6	1		
TOTAL NUMBER OF EMPLOYEES	9787	5369	4418	62	19	43	135	81	54	620	348	272	

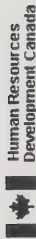


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SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form **3**

Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry										Reporting Period: 1997				
Location		Province / Territory (specify)		British Columbia			Aboriginal Peoples			Persons with Disabilities		Members of Visible Minorities				
<input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/>				Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
Salary Ranges																
Under \$5,000																
\$ 5,000 - \$ 7,499																
\$ 7,500 - \$ 9,999				3		3										
\$ 10,000 - \$ 12,499				1		1										
\$ 12,500 - \$ 14,999				1		1										
\$ 15,000 - \$ 17,499				15	2	13				1	1					
\$ 17,500 - \$ 19,999				21	5	16				1	1					
\$ 20,000 - \$ 22,499				117	30	87							1			1
\$ 22,500 - \$ 24,999				42	13	29							6			6
\$ 25,000 - \$ 29,999				30	3	27							2			2
\$ 30,000 - \$ 34,999				26	5	21							2			2
\$ 35,000 - \$ 39,999				71	5	66							2			2
\$ 40,000 - \$ 49,999				211	3	208							2	1		1
\$ 50,000 and over				6		6							7			7
TOTAL NUMBER OF EMPLOYEES				544	66	478				2	1	1	22	1		21



Human Resources
Development Canada

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4

Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry				Reporting Period: 1997				
Location		<input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify)		British Columbia						
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers	4	4						7	5	2
Middle and Other Managers	64	39	25							
Professionals	42	27	15					12	10	2
Semi-Professionals and Technicians	5	3	2					1	1	
Supervisors	13	7	6					2	1	1
Supervisors: Crafts and Trades	2	2								
Administrative and Senior Clerical Personnel	7		7							
Skilled Sales and Service Personnel	19	13	6							
Skilled Crafts and Trades Workers	50	46	4							
Clerical Personnel	57	6	51			1		2		2
Intermediate Sales and Service Personnel	17	3	14					1		1
Semi-Skilled Manual Workers	7		7							
Other Sales and Service Personnel	3	3								
Other Manual Workers										
TOTAL NUMBER OF EMPLOYEES HIRED	290	153	137			1		25	17	8



Human Resources
Development Canada

PERMANENT PART-TIME EMPLOYEES HIRED

Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry				Form 4	
Location		Province / Territory (specify)		British Columbia		Reporting Period: 1997	
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities	
		Total Number	Men	Women	Total Number	Men	Women
				Total Number	Men	Women	Members of Visible Minorities
				Total Number	Men	Women	Men
				Total Number	Men	Women	Women
Senior Managers							
Middle and Other Managers							
Professionals	1						
Semi-Professionals and Technicians							
Supervisors	5	2	3				
Supervisors: Crafts and Trades							
Administrative and Senior Clerical Personnel							
Skilled Sales and Service Personnel	8	1	7				
Skilled Crafts and Trades Workers							
Clerical Personnel	3		3				
Intermediate Sales and Service Personnel	62	32	30				
Semi-Skilled Manual Workers							
Other Sales and Service Personnel							
Other Manual Workers							
TOTAL NUMBER OF EMPLOYEES HIRED	79	35	44				

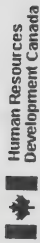


Human Resources
Development Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5

Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry										Reporting Period: 1997	
Location: <input type="checkbox"/> National (Canada) <input checked="" type="checkbox"/> Province / Territory (specify) British Columbia													
Occupational Groups		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		10	8	2							1	1	
Middle and Other Managers		195	115	80				2	2		23	15	8
Professionals		57	34	23		1					6	5	1
Semi-Professionals and Technicians		29	27	2							3	3	
Supervisors		41	19	22							2		2
Supervisors: Crafts and Trades		18	15	3							2		2
Administrative and Senior Clerical Personnel		10		10							2		2
Skilled Sales and Service Personnel		167	22	145		3	1	4	4		12	2	10
Skilled Crafts and Trades Workers		38	28	10				1	1		1	1	
Clerical Personnel		205	22	183		1		3	1	2	18	1	17
Intermediate Sales and Service Personnel		37	12	25				1		1			
Semi-Skilled Manual Workers		6	2	4									
Other Sales and Service Personnel		12	11	1							1	1	
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES PROMOTED		825	315	510		5	2	3	11	4	71	29	42
TOTAL NUMBER OF PROMOTIONS		826	316	510		5	2	3	11	4	71	29	42



Human Resources
Development Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5

Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry		Reporting Period: 1997					
Location	National (Canada)	Province / Territory (specify)	British Columbia						
		<input checked="" type="checkbox"/>							
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers									
Middle and Other Managers									
Professionals	3		3						
Semi-Professionals and Technicians									
Supervisors	2		2						
Supervisors: Crafts and Trades									
Administrative and Senior Clerical Personnel									
Skilled Sales and Service Personnel	49	4	45				3		3
Skilled Crafts and Trades Workers									
Clerical Personnel	5		5						
Intermediate Sales and Service Personnel	2	1	1						
Semi-Skilled Manual Workers									
Other Sales and Service Personnel									
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES PROMOTED	61	5	56				3		3
TOTAL NUMBER OF PROMOTIONS	61	5	56				3		3



Human Resources
Development Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6

Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry		Reporting Period: 1997					
Location: <input type="checkbox"/> National (Canada)		Province / Territory (specify): <input checked="" type="checkbox"/> British Columbia							
Occupational Groups		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers	7	6	1				1	1	
Middle and Other Managers	73	47	26	1		1	5	4	1
Professionals	37	23	14				8	6	2
Semi-Professionals and Technicians	31	25	6				6	6	
Supervisors	15	4	11						
Supervisors: Crafts and Trades	10	10							
Administrative and Senior Clerical Personnel	7	1	6				1		1
Skilled Sales and Service Personnel	39	13	26				2		2
Skilled Crafts and Trades Workers	103	89	14	2	1	1	6	6	
Clerical Personnel	136	22	114	1		1	12	5	7
Intermediate Sales and Service Personnel	33	11	22				8	2	6
Semi-Skilled Manual Workers	5	4	1						
Other Sales and Service Personnel	12	10	2				1	1	
Other Manual Workers									
TOTAL NUMBER OF EMPLOYEES TERMINATED	508	265	243	4	1	3	50	31	19



PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6

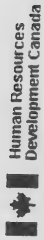
Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry										Reporting Period: 1997			
Location		National (Canada)		Province / Territory (specify)		British Columbia		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Occupational Groups															
Senior Managers															
Middle and Other Managers		2		2											
Professionals															
Semi-Professionals and Technicians															
Supervisors															
Supervisors: Crafts and Trades															
Administrative and Senior Clerical Personnel															
Skilled Sales and Service Personnel		6	2	4										1	1
Skilled Crafts and Trades Workers															
Clerical Personnel		6	1	5											
Intermediate Sales and Service Personnel		9	3	6											
Semi-Skilled Manual Workers															
Other Sales and Service Personnel															
Other Manual Workers															
TOTAL NUMBER OF EMPLOYEES TERMINATED		23	6	17										1	1



OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2

Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry		Reporting Period: 1997							
Location	<input type="checkbox"/> National (Canada)	<input type="checkbox"/> Province / Territory (specify)	<input checked="" type="checkbox"/> Designated CMA (specify) Vancouver								
Occupational Groups	Top and bottom of salary range	Quarter	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers	\$100,000 and over	4	1	1							
		3	2	2							
	\$ 85,000 - \$89,999	2	10	8	2					1	1
		1	59	49	10					1	1
Middle and Other Managers	\$100,000 and over	4	11	9	2						
		3	106	88	18	1				11	8
	\$ 40,000 - \$44,999	2	588	388	200				3	2	1
		1	120	56	64				2	2	
Professionals	\$100,000 and over	4	12	10	2						
		3	295	207	88				11	8	3
	\$ 30,000 - \$34,999	2	168	85	83	1					
		1	45	22	23				1	1	
Semi-Professionals and Technicians	\$75,000 - \$79,999	4	9	9							
		3	74	74							
	\$ 30,000 - \$34,999	2	275	244	31	1			2	1	
		1	3	1	2						
Supervisors	\$80,000 - \$84,999	4	40	21	19				1		
		3	61	18	43	1					
	\$ 40,000 - \$44,999	2	33	11	22						
		1	26	12	14						
Supervisors: Crafts and Trades	\$80,000 - \$84,999	4	51	49	2						
		3	17	11	6						
	\$ 40,000 - \$44,999	2	11	10	1	1					
		1	4	2	2						
Administrative and Senior Clerical Personnel	\$65,000 - \$69,999	4	2		2						
		3	9		9						
	\$ 30,000 - \$34,999	2	46		46				1		
		1	9	1	8						



OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2

Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry		Reporting Period: 1997	
Location <input type="checkbox"/> National (Canada)		<input checked="" type="checkbox"/> Province / Territory (specify)		Designated CMA (specify) Vancouver	
Occupational Groups	Top and bottom of salary range	Quarier		All Employees	
		Total Number	Men	Women	Total Number
Skilled Sales and Service Personnel	\$100,000 and over	4	2		
		3	32	17	15
	\$35,000 - \$39,999	2	67	37	30
		1	656	74	582
Skilled Crafts and Trades Workers	\$55,000 - \$59,999	4	63	63	
		3	1532	1395	137
	\$35,000 - \$39,999	2	35	9	26
		1	28	28	
Clerical Personnel	\$50,000 - \$54,999	4	51	8	43
		3	470	22	448
	\$25,000 - \$29,999	2	941	106	835
		1	12	3	9
Intermediate Sales and Service Personnel	\$80,000 - \$84,999	4	15	14	1
		3			
	\$30,000 - \$34,999	2	5	1	4
		1	280	82	198
Semi-Skilled Manual Workers	\$45,000 - \$49,999	4	3	1	2
		3	70	38	32
	\$35,000 - \$39,999	2	46	10	36
		1	15	6	9
Other Sales and Service Personnel	\$50,000 - \$54,999	4	47	47	
		3	3	2	1
	\$35,000 - \$39,999	2	2		2
		1	76	64	12
Other Manual Workers		4			
		3			
		2			
		1			
TOTAL NUMBER OF EMPLOYEES		6538	3417	3121	31
					11
					20
					82
					45
					37
					578
					331
					247

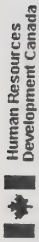


Human Resources
Development Canada

Form 2

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry		Reporting Period: 1997							
Location: <input type="checkbox"/> National (Canada) <input type="checkbox"/> Province / Territory (specify)		<input checked="" type="checkbox"/> Designated CMA (specify) Vancouver									
Occupational Groups	Top and bottom of salary range	Quarter		All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
				Total Number	Men	Women	Total Number	Men	Women	Total Number	Men
Senior Managers		4									
		3									
		2									
		1									
Middle and Other Managers	\$ 40,000 - \$44,999	4	3								
		3									
	\$ 25,000 - \$29,999	2	1								
		1	1								
Professionals	\$ 55,000 - \$59,999	4	5								
		3									
	\$ 25,000 - \$29,999	2	9								
		1	7								
Semi-Professionals and Technicians		4									
		3									
		2									
		1									
Supervisors	\$ 40,000 - \$44,999	4	1								
		3	2								
	\$ 30,000 - \$34,999	2	4								
		1	6								
Supervisors: Crafts and Trades	\$ 40,000 - \$44,999	4	2								
		3									
	\$ 30,000 - \$34,999	2									
		1	1								
Administrative and Senior Clerical Personnel	\$ 40,000 - \$44,999	4	1								
		3									
	\$ 15,000 - \$19,999	2	1								
		1	2								



OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2

Name of Business: BC TEL		Industrial Sector: Telecommunication Carriers Industry		Reporting Period: 1997							
Location: <input type="checkbox"/> National (Canada)		<input type="checkbox"/> Province / Territory (specify)		<input checked="" type="checkbox"/> Designated CMA (specify) Vancouver							
Occupational Groups	Top and bottom of salary range	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities			
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
Skilled Sales and Service Personnel	\$ 45,000 - \$49,999	90		90				4		4	
		2		2							
	\$ 5,000 - \$ 9,999	35	2	33							
		3		3						6	
Skilled Crafts and Trades Workers	\$ 25,000 - \$29,999										
	\$ 25,000 - \$29,999										
		2									
Clerical Personnel	\$ 40,000 - \$44,999	57	1	56							
		4		4							
	\$ 5,000 - \$ 9,999	20		20						2	
		10	2	8			1	1		1	
Intermediate Sales and Service Personnel	\$ 40,000 - \$44,999	20		20							
		13	5	8							
	\$ 15,000 - \$19,999	20	7	13							
		89	39	50							
Semi-Skilled Manual Workers											
Other Sales and Service Personnel											
Other Manual Workers											
TOTAL NUMBER OF EMPLOYEES		411	60	351			1	1	19	1	18

